

# Memorandum



CITY OF DALLAS

DATE April 20, 2026

TO Honorable Members of the Quality of Life, Arts, and Culture Committee: Zarin D. Gracey (Chair), Laura Cadena (Vice Chair), Adam Bazaldua, Paul Ridley, Bill Roth, Chad West, Gay Donnell Willis

SUBJECT **North Texas Human Rights Action Plan for 2026 World Cup**

The purpose of this memorandum is to brief the Quality of Life, Arts, and Culture Committee on the North Texas Human Rights Action Plan for FIFA World Cup 26™ and summarize the City of Dallas' role in supporting implementation. Dallas will host nine matches across 39 days. With that visibility comes responsibility, and this Human Rights Action Plan outlines the Committee's binding human rights commitments across all aspects of hosting.

## Background

On February 16th, 2026, the North Texas FIFA World Cup Organizing Committee ("Local Organizing Committee") released the first version of the Human Rights Action Plan for the FIFA World Cup 26™. This Plan is aligned with FIFA's Human Rights Framework and has been shaped through an extensive stakeholder engagement throughout the bid process in 2021 and later involving nearly 300 local stakeholders, including through a Human Rights Workshop co-hosted with the City of Dallas in October 2024. A final version of the Plan is expected in May 2026. Please also visit the following link to view the Plan in full and access the human trafficking and accessibility trainings as well as fair housing toolkits: [Human Rights - FIFA World Cup 26 Dallas™](#).

## Roles and Responsibilities

The Local Organizing Committee is leading the implementation of the Human Rights Action Plan for the Fan Festival at Fair Park, regional transportation, and safety and event logistics. FIFA maintains exclusive operational control over Dallas Stadium, base camps, and the International Broadcast Center, embedding human rights programs within operations. The City of Dallas has been an essential partner in supporting the development of the region's Human Rights Action Plan, both informing the Plan itself and currently supporting the implementation strategies, where coordination for training, service alignment and local community partnerships are needed.

## Summary of the Human Rights Plan

The Human Rights Action Plan outlines how the Local Organizing Committee intends to integrate human rights considerations into World Cup planning and operations within its areas of responsibility. Broadly, the Plan addresses three major areas: **(1) Safeguarding,**

which includes issues such as non-discrimination, accessibility, human trafficking prevention, and support for vulnerable populations; **(2) Worker’s Rights**, which includes labor standards and responsible contracting expectations; **(3) Access to Remedy**, which includes grievance, referral, and response mechanisms if concerns arise during event-related operations. The tables below describe key targeted actions, the Local Organizing Committee’s commitments, and the role the City of Dallas plays in helping prepare Dallas to host the FIFA matches.

SAFEGUARDING		
Key Targeted Actions	Local Organizing Committee’s Role Summary	City of Dallas Department/Role Summary
Human Trafficking Prevention and Response / Gender-Based Violence.	Strengthen regional anti-trafficking coordination, secure shelter capacity with City coordination, create and disseminate trainings, and run a public awareness and social media campaign.	Office of Housing and Community Empowerment. Role: Collaborate - Coordinated with Human Resources to post the Human Trafficking Prevention training in Workday for City staff access <i>(Completed March 23, 2026)</i> . OHCE will convene Shelter Bed Collaborative connecting outreach agencies with Salvation Army reserved beds for supporting victims of human trafficking <i>(Ongoing with Anticipated Launch in early June 2026)</i> .
Public Safety	Enhance crowd management and security preparedness by implementing family reunification protocols, heat mitigation, medical monitoring, and public education on local laws during the tournament.	Office of Emergency Management and Crisis Response. Role: Support core emergency management, public safety coordination, and service connections as needed <i>(Ongoing)</i> .
Freedom of Assembly, Opinion, Expression, and the Press	Published peaceful demonstration toolkits that include permit application information and coordinate designated demonstration areas in a way that protects constitutional rights while maintaining safety.	Dallas Police Department and Convention and Event Services Role: Collaborate – Advised the Local Organizing Committee on its Free Speech Toolkit for Dallas with OHCE helping to facilitate information-sharing <i>(Completed)</i> .

<b>SAFEGUARDING</b>		
<b>Key Targeted Actions</b>	<b>Local Organizing Committee's Role Summary</b>	<b>City of Dallas Department/Role Summary</b>
Accessibility for Persons with Disabilities and/or Limited Mobility	Embed accessibility into Fan Festival design and transportation, including designated parking and drop-off zones, gap transportation, accessible restrooms, sensory accommodations, disability etiquette training, ASL at press conferences, accessible materials, and coordination with DART on accessibility improvements.	Office of Housing and Community Empowerment Role: Collaborate - The City has partnered to provide accessibility planning through training, coordination, and stakeholder engagement <i>(Completed)</i> . OHCE and the Commission on Disabilities led a DART ride-along to gather accessibility feedback <i>(Completed)</i> . Additionally, OHCE has made disability etiquette training available in Workday <i>(Completed)</i> .
Welfare and Well-Being of Unsheltered Populations	Coordinate with Street to Home partners, monitor potential overlap between the tournament footprint and encampments through mapping, prioritize outreach, develop route-management plans to avoid displacement	Office of Emergency Management and Crisis Response; Office of Housing and Community Empowerment Role: Support – Sharing information where hosting activities may intersect with unsheltered residents <i>(Ongoing through tournament)</i> .
Fair Housing Protection	Engage with fair housing departments across the region to mitigate evictions that violate the Fair Housing Act or local ordinances, encouraging increased outreach efforts and coordinating to ensure consistent application of housing protections	Office of Housing and Community Empowerment Role: Collaborate – Advised on development of the Fair Housing Toolkit for Dallas, conducting outreach, increasing awareness, and continuing proper investigation of housing discrimination complaints. The Fair Housing Toolkit can be found on Organizing Committee's website here linked here: <a href="https://www.dallasfwc26.com/dallas-2026/human-rights/">https://www.dallasfwc26.com/dallas-2026/human-rights/</a> <i>(Completed)</i> .

<b>WORKER’S RIGHTS</b>		
<b>Key Targeted Actions</b>	<b>Organizing Committee’s Role Summary</b>	<b>City of Dallas Department/Role Summary</b>
Responsible Contracting Policy (RCP)	Adopted an RCP with a \$15/hour wage floor, supplier attestations, code-of-conduct requirements, risk screening, and contract-based worker protections embedded into procurement and supply-chain oversight.	Coordinated by the Organizing Committee.
Worker Support Hub	Establish a Worker Support Hub at the Fan Festival to provide worker interviews, training and upskilling resources, community-based supports, safeguarding referrals, and a confidential grievance channel for Fan Festival workers.	Office of Housing and Community Empowerment Role: Support - In March 2026, trained more than 120 FIFA volunteers across three sessions to support broader response efforts at the Fan Festival by helping connect attendees to resources and referral pathways <i>(Completed)</i> .
Grievance, Referral, and Response Mechanisms	Promote the FIFA complaint portal, establish Worker Support Hub grievance protocols, map hotlines, create referral networks, secure legal support, integrate consular support, prepare for complaints, and run internal triage and incident-response protocols.	Department: Office of Housing and Community Empowerment Role: Support - Training FIFA volunteers as noted earlier <i>(Completed)</i> ; sharing information about local City reporting channels for grievances.

ACCESS TO REMEDY		
Key Targeted Actions	Organizing Committee's Role Summary	City of Dallas Department/Role Summary
Effective and Coordinated Grievance and Remediation Processes	Promote FIFA Complaint Portal, primary mechanism for documenting concerns, establish grievance protocols for the Worker Support Hub for employment-related concerns, create referral network of legal aid organizations and support networks to ensure complainants can access appropriate services, operational protocols for staff to manage and remedy issues during the event.	Office of Housing and Community Empowerment; Communications, and Client Experience Role: Support – Increase awareness on how to file complaints once tournament-specific FIFA Complaint Portal is announced through City of Dallas communication channels ( <i>May to October 2026</i> ).

For additional information, please contact Thor Erickson, Director of Office of Housing and Community Empowerment, [thor.erickson@dallas.gov](mailto:thor.erickson@dallas.gov) or Minal Patel Davis, Chief Human Rights Officer of the Organizing Committee, at [minal@dallasfwc26.com](mailto:minal@dallasfwc26.com).

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