

Memorandum



CITY OF DALLAS

DATE September 6, 2024

TO Honorable Chair and Members of the Workforce, Education, and Equity Committee

SUBJECT **Office of Equity and Inclusion – Human Rights Workshop Update**

Background:

This memo provides an update on the progress of the human rights workshop led by the Office of Equity and Inclusion. The Workforce, Education, and Equity (WEE) Committee proposed this workshop on June 10, 2024, following a presentation by OEI on research related to the potential creation of a formal Human Rights Commission for the City of Dallas. This proposal built upon an earlier memo to WEE dated February 12, 2024, which outlined a preliminary approach for structuring a Human Rights Commission, drawing on FIFA's draft Human Rights Framework for the 2026 World Cup host cities at that time. The June 2024 research included engagement with the Disabilities and Veteran Affairs Commission, and 18 other U.S. cities to gather best practices for the City of Dallas. The WEE Committee acknowledged the necessity of involving additional stakeholders and existing City commissions. Discussions focused on forming a community-based task force, and OEI will host a human rights workshop to identify relevant issues and strategies.

Partnering with the Dallas Sports Commission:

OEI acknowledged the significance of collaborating with the Dallas Sports Commission to align with FIFA World Cup standards, which are informed largely by the UN's Guiding Principles on Business and Human Rights as the global human rights standard for businesses. FIFA has adapted for host cities in light of local governments' role as a duty bearer to protect human rights. Being able to integrate the proposed workshop with the stakeholder engagement required for Dallas, as one of the 16 host cities for the 2026 World Cup. OEI has engaged the Executive Director of the Dallas Sports Commission to explore this collaboration, with discussions informed by FIFA's final Human Rights Framework, released publicly on July 24, 2024. This Framework focuses on three main pillars covering a range of human rights areas:

- I. **Inclusion and Safeguarding:** Focusing on both protecting vulnerable populations and ensuring a welcoming environment for all individuals.
- II. **Worker's Rights:** Focusing on uplifting workers and encouraging just working conditions.
- III. **Access to Remedy:** Ensuring any human rights issues are referred to the appropriate government agency or existing civil society organization for follow-up.

The Dallas Sports Commission welcomed the alignment efforts, with future collaborations aimed at addressing human rights issues relevant to the City of Dallas in 2026. Key focus areas will include immigrants and refugees, accessibility, homelessness, human trafficking, and other pressing concerns. This will involve working closely with existing City of Dallas contacts for these specific areas. For World Cup efforts that are directly linked to hosting, such as the International Broadcast Center, Fan Fest, and other venues under the Host Committee purview, the Dallas Sports Commission will separately engage a consultant to lead.

Plans to Structure Stakeholder Engagement for Workshop and Next Steps

Several streams of work have been identified to host the workshop in November 2024. Staff will leverage the Dallas Sports Commission’s existing World Cup partner list encompassing over 120 stakeholders previously engaged by the City during the bid process. Please find outlined phases below:

- I. Briefing the Planning Committee on progress to date and receiving direction and advice on preliminary plans before proceeding.
- II. Conducting a landscape assessment based on human rights areas identified by WEE crossed with human rights areas included in FIFA’s Framework.
- III. Designing and holding the workshop with pre-activities and facilitators to achieve the best possible consensus on the unique issues to address after de-duplicating with existing City efforts already in place.
- IV. Synthesizing stakeholder input, identifying potential strategies, and socializing results with the Planning Committee and stakeholders before finalizing actionable strategies.

The next step is for OEI to meet with stakeholders identified by WEE during the June 10, 2024, committee meeting by October. Staff are currently on track to finalize the human rights strategies by the end of December 2024. If you have any questions, please contact, Dr. Lindsey Wilson, Director of Equity and Inclusion at lindsey.wilson@dallas.gov or Christopher Graves, Human Rights Officer at christopher.graves@dallas.gov or myself at liz.cedillopereira@dallas.gov.



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