

A faint, light gray world map is visible in the background, centered behind the text.

LEADING WITH PURPOSE: STRENGTHENING, SAFEGUARDING, AND ANTIDISCRIMINATION THROUGH STRATEGIC AGENCY MANAGEMENT

EXPANDING THE ROLE OF HRCS IN COMMUNITY ENGAGEMENT AND PUBLIC SAFETY DURING MEGA-EVENTS

2026 IAOHRA Conference

Breakout Session III, 1:30pm-2:45pm – Leadership & Agency Management

New Orleans, LA

AGENDA

- Philadelphia Commission on Human Relations: structural overview
- World Cup Host City Background
 - Host City Candidate bid – the Social Impact Council
 - FIFA evaluation of Philadelphia's human rights plan
 - Key points to address
- Safeguarding & Antidiscrimination Safety Plan
 - Prevention
 - Awareness campaign
 - Training
 - Responses
 - Crime & targeted violence
 - Hate & bias
 - Discrimination
 - Interagency coordination
- Execution & Operation
 - Areas of operation
 - Execution and operation
 - Lessons learned, considerations, and another approach

PHILADELPHIA COMMISSION ON HUMAN RELATIONS DIVISIONS



Compliance *(enforcement)*

Investigates claims and conducts hearing for cases of discrimination in the workplace and public accommodations

- Conducts a public adjudicatory hearing if substantial evidence is found, then rule based on the evidence received.
- Orders remedies if the complainant proves at the hearing that discrimination occurred.
- Settles or Conciliates cases where appropriate.



Community Relations (CRD) *(peacemaking)*

Works to strengthen relationships among the people in the city and assists to manage conflicts in the community

- Brings people together across differences and resolve community conflicts.
- Offers mediation, conciliation, and referral services.
- Supports communities experiencing conflict motivated by prejudice or hate based on their race, color, ethnicity, or other bases.
- Convenes the **Philadelphia Interagency Civil Rights Task Force** and the **Philadelphia Civil Rights Rapid Response Team**

Selected slides from the World Cup 2026 Philadelphia Social
Impact Council Meeting, 16 December 2021

WORLD CUP HOST CITY BACKGROUND

BACKGROUND

- FIFA required the 22 candidate host cities to conduct human rights stakeholder engagement and produce a report outlining the stakeholder engagement process as part of the host city selection process for the 2026 World Cup
- Candidate cities also submitted “Host City Human Rights Declarations”
 - committed to respect, protect, and fulfill human rights in all activities associated with the hosting of the FWC 2026
 - support FIFA in implementing their operations in accordance with the UN Guiding Principles on Business and Human Rights and FIFA’s own human rights commitment
- The candidate city human rights stakeholder engagement process took place between September 2019 and December 2021
 - Social Impact Council formed in Philadelphia
 - PCHR served as the government agency for the human rights subcommittee



SOCIAL IMPACT COUNCIL

A diverse group of 47 government, civic, and business leaders chosen for the depth of their subject matter expertise, the breadth of their professional and social networks in those areas of expertise, as well as the strength of their commitment to advocacy in Philadelphia.

This Council offers a powerful way in which Philadelphia can engage the community and supplement & accelerate its preexisting efforts to address many of these key social issues.

HUMAN RIGHTS RESPONSE ANNEX

Philadelphia Soccer 2026 made the strategic decision to use the “Annex” to tell the Human Rights response, submitted in June, using Philadelphia’s voice while answering FIFA’s remaining questions. The Annex focuses in on the following topics:

Our Strategic Vision for Social Impact

Our Work Thus Far

Key Areas of Focus

Philadelphia’s Commitments

Stakeholder Engagement Cadence

FIFA & U.S. SOCCER REQUEST

Human Rights Requests of Candidate Host Cities:

- **Human Rights Response:** In September 2020, FIFA & U.S. Soccer requested Candidate Host Cities to engage in a survey outlining the Cities Human Rights Response if they are awarded the 2026 FIFA World Cup. Philadelphia submitted the response in June 2021.
- **Human Rights Presentation:** In November 2021, FIFA & U.S. Soccer reached out to Candidate Host Cities in response to the June submission. FIFA & U.S. Soccer requested Cities present on the response submitted in June. In addition to the presentation, Cities were asked to respond to questions presented by a third party.
- **Human Rights Response Annex:** Following presentations, FIFA & U.S. Soccer asked Cities to prepare an Annex to the Human Rights Response, including responses to the question and presentation participants.

SOCIAL IMPACT COUNCIL CONSENSUS

Prioritize Economic Inclusion

The Council views its role as helping ensure that Economic Inclusion is always a focus of planning & delivering the tournament for FIFA in 2026.

"Do Not Reinvent the Wheel"

A clear desire that Philadelphia not build something new but instead find ways to invest and elevate the work already underway in the City around our key issues of social impact.

FIFA EVALUATION OF PHILADELPHIA'S HUMAN RIGHTS PLAN*

- *Philadelphia's submission describes existing mechanisms for raising complaints related to workers' rights and issues of non-discrimination. The Philadelphia Human Relations Commission (PHRC) [sic] handles complaints related to employment discrimination, as well as more general complaints of discrimination, such as on the basis of sexual orientation or gender identity....*
- *The city's submission outlines plans to develop a 'microsite' to support various aspects of the city's work on social impact. Descriptions of this microsite state that it will serve both as a 'campaign content hub' for materials related to the work on social impact, as well as a 'go-to hub for identifying engagement opportunities', though there is no explicit commitment that it may be used as a tournament-specific mechanism for handling complaints.*
- *The submission could be further strengthened by setting out a clear commitment to provide remedy for any and all adverse impacts caused or contributed to by the tournament's delivery and related activities. In addition, the city did not set out any special measures, existing or planned, to support vulnerable groups in raising concerns and receiving remedy.*

*FIFA Document, "Evaluation of Philadelphia's Human Rights Stakeholder Engagement Submission to FIFA." (1/07/2022)

KEY POINT ADDRESSED

- I. *...existing mechanisms for raising complaints related to workers' rights and issues of non-discrimination*
- Violations of the Fair Practices Ordinance (i.e. complaints of discrimination) in Philadelphia are addressed through the Philadelphia Commission on Human Relations

KEY POINTS TO ADDRESS

- II. *...develop a 'microsite' to support various aspects of the city's work on social impact*
 - a. *'campaign content hub' for materials related to the work on social impact*
 - b. *'go-to hub for identifying engagement opportunities'*
 - i. *tournament-specific mechanism for handling complaints*
- III. *...provide remedy for any and all adverse impacts caused or contributed to by the tournament's delivery and related activities*
 - a. *...the city did not set out any special measures...to support vulnerable groups in raising concerns and receiving remedy*



SAFEGUARDING & ANTI- DISCRIMINATION SAFETY PLAN

Response & prevention strategies as part of the FIFA World
Cup Human Rights Safety Plan for Philadelphia

PREVENTION

- Awareness campaign
 - Reporting hate & discrimination
 - *Human trafficking—separate campaign organized with support of City Council and organized by Office of Domestic Violence Strategies*
- Training
 - Philadelphia 2026 Staff Awareness Training
 - Comprehensive training developed in preparation for multiple mega-events and celebrations in the city

AWARENESS CAMPAIGN

“How to report hate” ads placement:

- Airport
- Train station
- Subway stations
- Bus shelters

Separate reporting mechanism in stadium controlled by FIFA



PREVENTION – TRAINING

Reporting hate, addressing
discrimination, & keeping safe



- Part of a larger City training with OEM and ODVS
- Topics:
 - How to report hate
 - Understanding the discrimination reporting process
 - Personal safety at large scale events
- Audience:
 - City executive leadership, personnel working with public
 - Offered to “Phambassadors”

RESPONSES

- **Crime & targeted violence**
 - *Crime - law enforcement*
 - *Targeted violence - law enforcement*
- **Discrimination**
 - Contact PCHR to file a compliance complaint
- **Hate & bias**
 - Reporting mechanism – Philadelphia Civil Rights Rapid Response Team(PCRRRT) network
- **Safeguarding**
 - Maintain presence during events
 - Monitor crowds, help trouble-shoot issues, and provide quick action responses

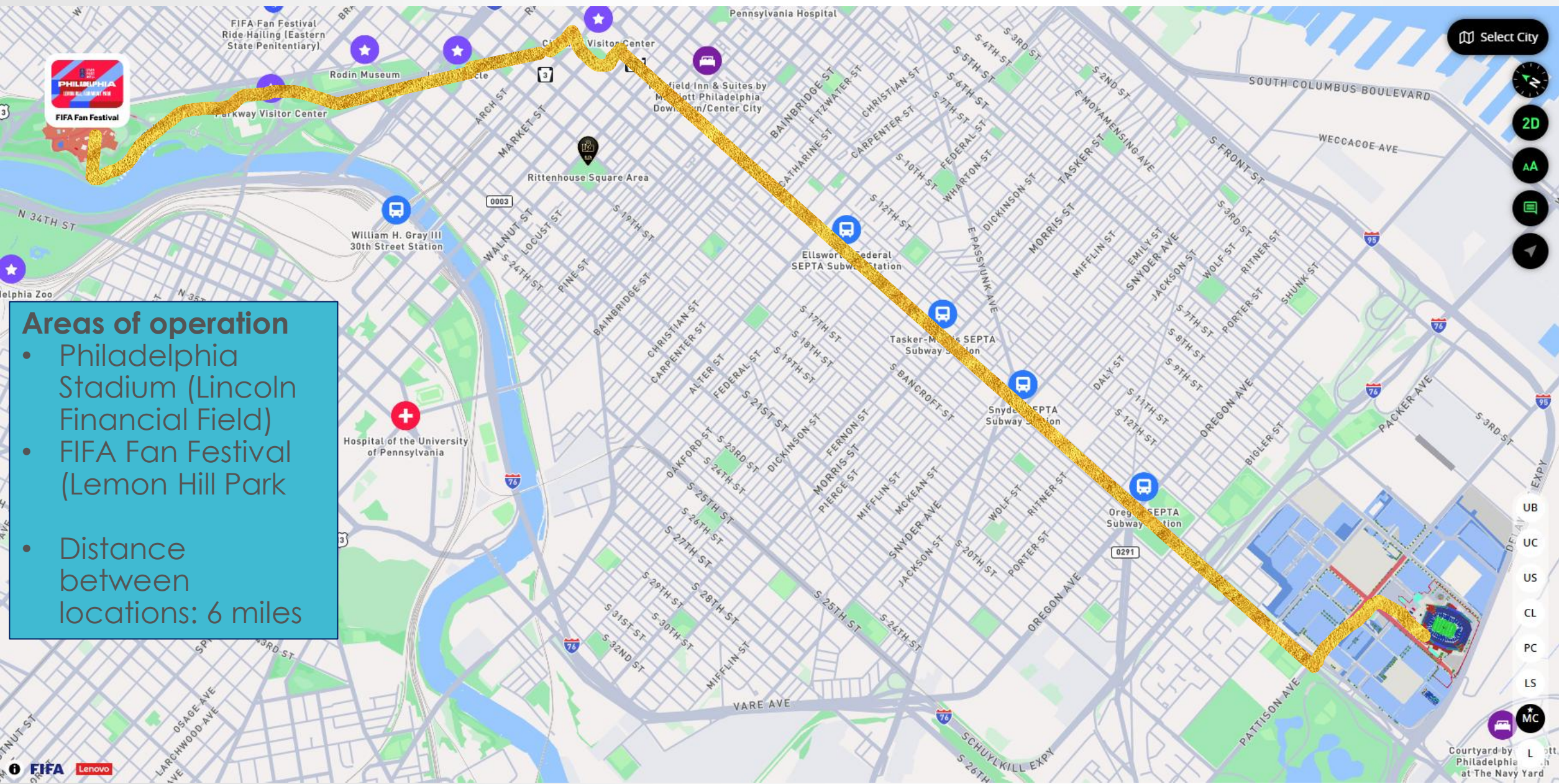
PHILADELPHIA INTERAGENCY CIVIL RIGHTS TASKFORCE & CIVIL RIGHTS RAPID RESPONSE TEAM

- *The Philadelphia Interagency Civil Rights Taskforce (IACRTF) is an interdisciplinary group of civil rights focused individuals from city, state, and federal agencies, the school district, and advocacy groups that meets to network and discuss local trends in civil rights and intergroup tensions.*
- *The Philadelphia Civil Rights Rapid Response Team (PCRRRT) is a subgroup of the IACRTF that is activated when major hate incidents and violent acts that have bias potential occur.*
 - *Membership is fluid depending on the issue.*
 - *The purpose of PCRRRT is to have a well coordinated response for the city that spans key local, state, and federal agencies; and community groups when these types of incidents occur, as well as, to educate stakeholders about various related topics, such as, law enforcement procedures for investigation, the rise of violent extremism and its impact on civil rights and hate crime; and agencies' protocols in responding to bias incidents.*
- *The Philadelphia Commission on Human Relations serves as the lead agency for PCRRRT*



EXECUTION & OPERATION

39 days of activities and the lessons learned



Areas of operation

- Philadelphia Stadium (Lincoln Financial Field)
- FIFA Fan Festival (Lemon Hill Park)
- Distance between locations: 6 miles

WORLD CUP FIXTURES IN PHILADELPHIA

Quick facts:

- Stadium capacity 69,796
- Tailgating allowed
- Final fixture played in Philly was a knockout match on 250th anniversary of the nation

Côte d'Ivoire v Ecuador | Group E |
Sunday, 14 June

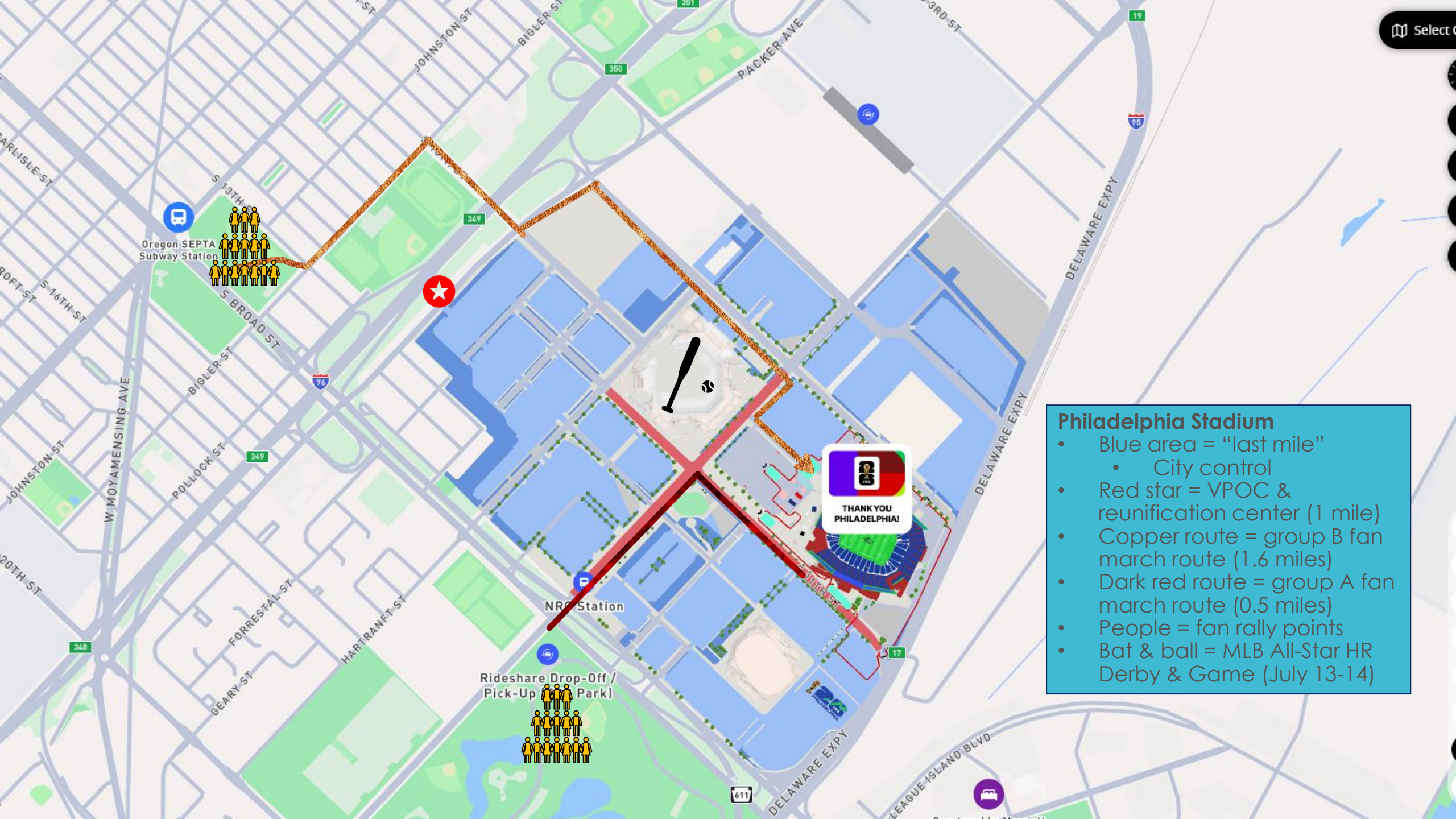
Brazil v Haiti | Group C | Friday, 19 June

France v Iraq | Group I | Monday, 22
June

Curaçao v Côte d'Ivoire | Group E |
Thursday, 25 June

Croatia v Ghana | Group L | Saturday,
27 June

Paraguay v France | Round of 16 |
Saturday, 4 July



Philadelphia Stadium

- Blue area = "last mile"
 - City control
- Red star = VPOC & reunification center (1 mile)
- Copper route = group B fan march route (1.6 miles)
- Dark red route = group A fan march route (0.5 miles)
- People = fan rally points
- Bat & ball = MLB All-Star HR Derby & Game (July 13-14)

FIFA FAN FESTIVAL

Quick facts



Open entirety of the 2026 FIFA World Cup (39 days from June 11th to July 19th)



Operated by private contractor



Broadcasted most matches across the tournament



Free (no ticket required, but registration encouraged)



Base max capacity = 15,000
Increased as necessary on case-by-case basis

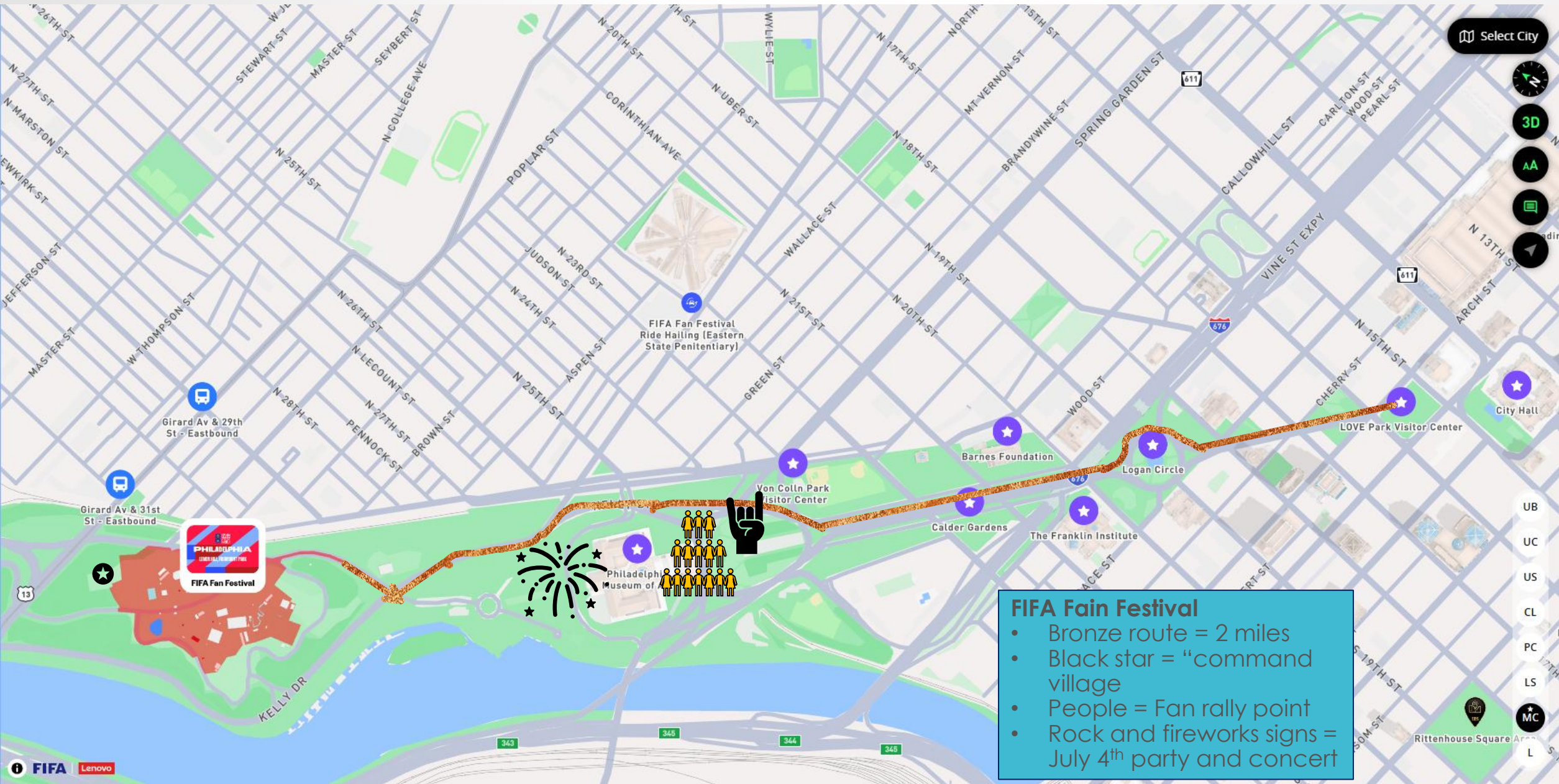


Hours of operation varied depending on matches, performances, and weather



Musical performances during the weeks of the play-offs

July 8 th – Leon Thomas
July 12 th – Wisin
July 13 th – The All-American Rejects
July 16 th – Deadmau5
July 17 th – Bebe Rexha



FIFA Fain Festival

- Bronze route = 2 miles
- Black star = "command village"
- People = Fan rally point
- Rock and fireworks signs = July 4th party and concert

EXECUTION & OPERATION

- Quick action planning
 - Research started in 2025
 - Review of host cities' human rights plans
 - Interviews with other host city personnel focused on human rights & other cities who have experience hosting large international soccer events
 - Plan approved locally in April 2026
 - Interagency partnership meetings around a plan overview, response, training, and awareness campaign
 - Submitted to FIFA mid-May; connected with FIFA safeguarding manager for Philly in May/June
 - Awareness campaign initiated end of May/beginning of June
- OPERATION
 - Led on-ground presence at FFF, FWC matches, and fan rallies/marches
 - PCHR CRD staff backfilled regular duties as needed (e.g. hate incident response)
 - Partnered with OSE & PPR personnel for daily operations
 - Worked with law enforcement as needed

LESSONS LEARNED

- Research is important to planning
 - Historical, comparative, cultural, social
 - Further builds recognition and legitimacy of plan
- Design a plan that fits into the larger public safety operation
 - Avoids competing or unnecessarily duplicating efforts
- Align early with larger department leading operations
 - Police? Emergency management? Special events?
 - Allows for easier and earlier access to parent organization

CONSIDERATIONS

- What is the need or what issues tend to be of concern associated?
- When is the event?
- What interagency partnerships do you have? Who is missing?
- What is your agency's capacity?
- What strategies best address the need and issues given the considerations above?

Los Angeles County Human Relations Commission's summary
of the human rights safety plan for FIFA World Cup Los
Angeles



ANOTHER HOST CITY APPROACH TO HUMAN RIGHTS PROTECTIONS



CONCLUSION

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