



## Executive Summary

### FIFA World Cup 26™

FIFA is the international governing body of soccer and the FIFA World Cup™ tournament organizer. They organize this tournament in different host nations and cities within selected host nations around the globe after a competitive bid process every four years. In 2026, FIFA is hosting the tournament across the US, Canada, and Mexico in 16 host cities that will host 104 matches over a 39-day period. This will be the largest FIFA World Cup™ in history with 48 qualifying country teams up from 32 teams in prior FIFA World Cups™. FIFA will host 9 out of 104 matches in Dallas.

As you evaluate this draft plan, please be sure you understand the difference between FIFA and the North Texas FIFA World Cup Organizing Committee's (NTFWCOC's) spheres of control. FIFA retains stadium control for a 60-day exclusive use period before, during, and after the matches and have their own safeguarding practices across multiple issues that they will implement in their spheres of control. FIFA is also responsible for the stadium, base camps, International Broadcast Center, ticketing centers, fleet depot, and volunteer centers.

NTFWCOC has control over the FIFA World Cup 26™ Dallas Fan Fest, transportation, and safety and security logistics in and around our region. NTFWCOC is committed to integrating safeguarding principles throughout its operations to ensure this is a safe, culturally inclusive mega sporting event that values the workers across industries necessary to deliver NTFWCOC activities. NTFWCOC also has the responsibility of mitigating adverse impacts hosting these festivities may have in the North Texas region. This plan addresses the risks identified by our close to 300-person stakeholder group and details planned actions to mitigate those risks across the following standards:

1. Non-Discrimination
2. Unsheltered Populations
3. Accessibility
4. Human Trafficking
5. Safety and Security
6. Worker's Safeguards

### Host City Comparison

NTFWCOC wants to proactively point out that this plan will differ from what other host cities publish in their action plans. It is important to note that each city has a different set of laws, regulations, programs and initiatives. Issues of importance in each city, therefore, vary because of these different landscapes and are based on how stakeholders in the *local settings* prioritized them. This plan is in direct response to how North Texas stakeholders prioritized issues. The actions detail ways to mitigate the specific issues they raised in accordance with international standards.

FIFA WORLD CUP 26™ DALLAS DRAFT ACTION PLAN

This action plan is organized into Objectives, Strategies and Tactics. Each tactic is or will be supported by numerous meetings, content, policy and process development discussions not detailed in this plan. The legend indicates tactic progress. We plan to make this accessible via our website once the final plan, which is due in August 2025 is complete. Stakeholders will be able to check the website for progress updates. This step will ensure transparency, accountability and oversight.

Stakeholder requests carried over from the bid plan and prioritized in the October 2024 workshop are in a box below the objective so that the reader can verify if concerns have reasonably been addressed. In some cases, you will not see a direct correlation between a stakeholder request and a tactic; there can be many reasons for that; 1) it is out of scope, 2) lack of budget availability, 3) it is illegal for us to carry that action out, 4) it is addressed somewhere else, or 5) it is no longer necessary. In other instances, you will see that the NTFWCOC has gone above and beyond stakeholder requests.

Legend

Completed  In Progress  Not Yet Begun  Not Necessary 

SAFEGUARDING

Objective 1: Non-Discrimination

Stakeholder Requests		
<input type="checkbox"/> Consular Coordination	<input type="checkbox"/> Legal & Cultural Awareness	<input type="checkbox"/> DPD Safe Place Expansion
<input type="checkbox"/> Cultural Training for Law Enforcement	<input type="checkbox"/> Welcoming City Training	
<input type="checkbox"/> Inclusive Planning & Execution	<input type="checkbox"/> Land & Community Acknowledgment	
<input type="checkbox"/> Inclusive Messaging & Signage	<input type="checkbox"/> LGBTQIA+ Sensitivity Training	

Strategy 1.1 – Inclusive Environments at FIFA World Cup 26™ Dallas Fan Fest

	Tactic 1.1.1 - Ensure Vegan, Vegetarian, Kosher and Halal food options are available at FIFA World Cup 26™ Dallas Fan Fest.
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		Tactic 1.1.2 - Incorporate a designated prayer space into the FIFA World Cup 26™ Dallas Fan Fest design for all faiths.
		Tactic 1.1.3 - Talk with FIFA World Cup 26™ Dallas Fan Fest designer, establish checkpoint.
		Tactic 1.1.4 - Ensure appropriate wayfinding signage at events and last mile.

Strategy 1.2 – Coordinate with Consular Corps to Disseminate Information Across the Region

- Dallas
  Fort Worth
  Arlington
  Frisco

		Tactic 1.2.1 - Identify appropriate Consular Corps to work with based on Draw.
		Tactic 1.2.2 - Develop and distribute cultural sensitivity briefings for constituents and community in coordination with Consular Corps.
		Tactic 1.2.3 - Incorporate into access to remedy protocols, including legal remedies.

Strategy 1.3 – Train City Staff, Police, Transportation, Contractors, and Volunteers on Appropriate Interactions Across the Region

- Dallas
  Fort Worth
  Arlington
  Frisco

		Tactic 1.3.1 - Develop training on cultural and LGBTQIA <sup>1</sup> sensitivity.
		Tactic 1.3.2 - Select training facilitators, coordinate with City leaders.
		Tactic 1.3.3 - Select venue, date, and time closer to April or May 2026.

Objective 2: Safeguarding/Human Trafficking

Stakeholder Requests
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<sup>1</sup> Please see Annex A for an excerpt from the 2021 Dallas Human Rights Bid Plan which references that the LGBTQ Task Force noted several existing measures in place noting only one concern. This group of stakeholders flagged economic inclusion of business and access to business opportunities as an issue. These concerns are addressed in this plan. The Chief Human Rights Officer is open to thoughts on additional safeguards required and is conducting additional outreach.

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|---|---|
| <input type="checkbox"/> Human Trafficking Law Enforcement Expansion  | <input type="checkbox"/> Strategic Stakeholder Coordination         |
| <input type="checkbox"/> Integrated Awareness Campaign                | <input type="checkbox"/> “That’s a Red Card” Initiative             |
| <input type="checkbox"/> Victim Support Awareness Campaign            | <input type="checkbox"/> Maximizing Human Trafficking Awareness     |
| <input type="checkbox"/> Buyer Awareness Initiative                   | <input type="checkbox"/> Human Trafficking Training for Key Sectors |
| <input type="checkbox"/> Training for Gig Economy & Community Leaders | <input type="checkbox"/> Healthcare Professional Training           |
| <input type="checkbox"/> Law Enforcement Coordination                 |   |

Strategy 2.1 – Establish Shelter and Long-Term Housing Collaboration for Trafficking Victims

	Tactic 2.1.1 - Assess the existing ecosystem of services and identify gaps in services.
	Tactic 2.1.2 - Coordinate with the City of Dallas to secure a grant for reserving shelter beds linking trafficking victims to long term housing options to address identified housing gap.
	Tactic 2.1.3 - Organize a tour for organizations including local law enforcement interested in connecting their trafficking clients to longer term housing options.
	Tactic 2.1.4 - Engage stakeholders across three Human Trafficking coalitions in the region and provide process to place their trafficking clients.
	Tactic 2.1.5 – Develop protocols and procedures for placement and data collection with participating/placing agencies.

Strategy 2.2 – Activate Emergency Rooms with Training and Protocols

	Tactic 2.2.1 - Create list of hospitals and conduct outreach, gauge interest.
	Tactic 2.2.2 - Design screenings and train hospital emergency room staff and other departments on identification and referral protocols for shelter beds and other services.

Strategy 2.3 – Implement Comprehensive Human Trafficking Training for Key Sectors with a Focus on Child Trafficking

	<p>Tactic 2.3.1 - Assess for and conduct industry-wide training sessions across the region, including hotel, transportation, and dining sectors if not required annually.</p> <p><input type="checkbox"/> Dallas                      <input type="checkbox"/> Fort Worth                      <input type="checkbox"/> Arlington                      <input type="checkbox"/> Frisco</p> <p><u>Industries:</u></p> <p><input type="checkbox"/> City Officials    <input type="checkbox"/> Police                      <input type="checkbox"/> Airline                      <input type="checkbox"/> Bus Lines                      <input type="checkbox"/> Uber                      <input type="checkbox"/> Lyft</p> <p><input type="checkbox"/> Hotel    <input type="checkbox"/> Airbnb/Vrbo    <input type="checkbox"/> Venues    <input type="checkbox"/> Contractors    <input type="checkbox"/> Corporations    <input type="checkbox"/> Healthcare    <input type="checkbox"/> Volunteers</p>
	<p>Tactic 2.3.2 - Coordinate additional safeguarding trainings centered around youth vulnerabilities with the Centre for Sport and Human Rights.</p>

Strategy 2.4 – Media Campaign

	<p>Tactic 2.4.1 - Secure a partner and launch a social media campaign to safeguard children online with a soccer-related focus.</p>
	<p>Tactic 2.4.2 - Evaluate FWC26 signage plans and determine the need for billboard presence to support the media campaign.</p>
	<p>Tactic 2.4.3 - Evaluate safeguarding campaigns for other populations and determine if NTFWCOC affiliation is necessary.</p>

Strategy 2.5 – Coordinate with Law Enforcement on Planned Operations

	<p>Tactic 2.5.1 - Coordinate regional, local, state, and federal law enforcement operations with NTFWCOC security team.</p>
	<p>Tactic 2.5.2 - Ensure buyer and trafficker focused initiatives.</p>
	<p>Tactic 2.5.3 - Ensure data collection across agencies and establish flow of information.</p>

*\*See workers’ safeguards for labor trafficking mitigations and prohibitions on child labor.*

Objective 3: Public Safety

<p>Stakeholder Requests</p>	
<p><input type="checkbox"/> Enhanced Officer Development for Vulnerable Areas</p>	<p><input type="checkbox"/> Family Reunification</p>

Strategy 3.1 – Prevent Loss of Life and Family Separation

	Tactic 3.1.1 - Ensure private security hired for FIFA World Cup 26™ Dallas Fan Fest is equipped to prevent stampedes and have crowd control measures in place.
	Tactic 3.1.2 - Prevent heat exhaustion, dehydration, and fatalities among crowds and spectators through proper safety measures.
	Tactic 3.1.3 - Ensure access to medical checks for crowds and spectators during events is built into the fire and rescue plan.
	Tactic 3.1.4 - Ensure information about reunification areas is readily available.

Strategy 3.2 – Distribute Information About What is Legal and Illegal in North Texas Region

	Tactic 3.2.1 - Develop list of laws for international arrivals based on Draw and comparative law analysis.
	Tactic 3.2.2 - Distribute broadly and post on NTFWCOC website.

*\*Please note, public safety actions will be addressed under different objectives in this plan.*

Objective 4: Freedom of Assembly, Opinion, Expression, and the Press

Stakeholder Requests	
<input type="checkbox"/> Digital Operations and Communications Coordination	<input type="checkbox"/> Peaceful Protest Guidelines with ACLU

Strategy 4.1 – Coordinate Mitigations to Protect Freedom of Assembly, Opinion, Expression and Press

	Tactic 4.1.1 - Develop content and design a free speech toolkit to limit arrests and ensure protestors understand time, place, and manner restrictions.
	Tactic 4.1.2 - Include permit application process information.
	Tactic 4.1.3 - Share widely and publish on the website.

	Tactic 4.1.4 - Coordinate with safety and security team on designated protest areas for FIFA World Cup 26™ Dallas Fan Fest even though the space for protests will be outside of our contracted area.
	Tactic 4.1.5 - Coordinate with safety and security team on training private security on free speech protection if used to “police” protest zones.
	Tactic 4.1.6 - Coordinate with safety and security team based on Draw and match outcomes if there are teams playing with intense geopolitical issues, and need for scenario planning or risk elevation status.

Objective 5: Accessibility for Persons with Disabilities and/or Limited Mobility

Stakeholder Requests	
<input type="checkbox"/> Accessible Design Awareness	<input type="checkbox"/> Venue Standards Review and Testing
<input type="checkbox"/> Fire and Rescue Facility Safety Review	<input type="checkbox"/> Pictograms and Graphics for Accessibility
<input type="checkbox"/> Disability Sensitivity Training	

Strategy 5.1 – Embed Accessibility Measures in FIFA World Cup 26™ Dallas Fan Fest

	Tactic 5.1.1 - Compile a comprehensive list of event-specific accessibility needs in collaboration with stakeholders.
	Tactic 5.1.2 - Meet with the FIFA World Cup 26™ Dallas Fan Fest design team to integrate accessibility elements into event planning.
	Tactic 5.1.3 - Establish designated parking, entrances and drop-off zones.
	Tactic 5.1.4 - Ensure availability of gap transportation such as golf carts.
	Tactic 5.1.5 - Reserve seating areas closer to viewing spots for those with limited mobility, vision, or hearing.
	Tactic 5.1.6 - Provide viewing options for low vision guests, including headsets for audio commentary.
	Tactic 5.1.7 - Offer closed captioning for hard of hearing attendees.

		Tactic 5.1.8 - Offer sensory kit rentals for guests with sensory needs.
		Tactic 5.1.9 - Provide captions and artistic ASL interpretation for shows and performances.
		Tactic 5.1.10 - Ensure lower counters at concessions and tables with no chairs for easy wheelchair access.
		Tactic 5.1.11 - Ensure enough accessible restrooms.
		Tactic 5.1.12 - Implement signage, wayfinding, icons, communication boards, and raised signage with braille available upon request in conjunction with NTFWCOC Marketing and Public Relations leads.
		Tactic 5.1.13 - Ensure dedicated service animal relief areas.
		Tactic 5.1.14 - Meet with FIFA World Cup 26™ Dallas Fan Fest designers before final plans are rendered and approved to ensure accessibility items are embedded, establish checkpoint.
		Tactic 5.1.15 - Develop emergency planning and communication strategies.

Strategy 5.2 – Provide Accessibility Etiquette Training Across Region

- Dallas
  Fort Worth
  Arlington
  Frisco

		Tactic 5.2.1 - Research and develop a disability etiquette training program for the regional hospitality and transportation industries.
		Tactic 5.2.2 - Train all NTFWCOC volunteers in our independent volunteer program.
		Tactic 5.2.3 - Invite multiple industries to the training; join all training efforts and conduct in April or May of 2026.

Strategy 5.3 – Embed Accessibility Across Transportation-for-Hire and Assess Existing Infrastructure

		Tactic 5.3.1 - Ensure accessible ride options across public transit, paratransit, shuttles, ride shares, rental cars, cabs, and wheelchair lifts.
		Tactic 5.3.2 - Address gaps in transportation access by providing accessible shuttles and evaluating existing transit options.

	<p>Tactic 5.3.3 - Assess accessibility across regional transportation partners or coordinate with responsible parties to ensure compliance.</p> <p><input type="checkbox"/> Dallas      <input type="checkbox"/> Fort Worth      <input type="checkbox"/> Arlington      <input type="checkbox"/> Frisco</p>
	<p>Tactic 5.3.4 - Conduct ride-along to evaluate platform gap fillers, intercoms for clear communications, flashing signage quality, and visual displays for stop announcements.</p> <p><input type="checkbox"/> Dallas      <input type="checkbox"/> Fort Worth      <input type="checkbox"/> Arlington      <input type="checkbox"/> Frisco</p>
	<p>Tactic 5.3.5 - Inventory locations where proper accessibility measures are already in place.</p> <p><input type="checkbox"/> Dallas      <input type="checkbox"/> Fort Worth      <input type="checkbox"/> Arlington      <input type="checkbox"/> Frisco</p>
	<p>Tactic 5.3.6 - Develop emergency planning and communication strategies.</p>

Strategy 5.4 – Access to Remedy

	<p>Tactic 5.4.1 - Ensure access to remedy for filing Americans with Disabilities Act complaints is widely known.</p>
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Strategy 5.5 – Economic and Cultural Inclusion

	<p>Tactic 5.5.1 - Highlight businesses owned by people with disabilities in visitor's guide.</p>
	<p>Tactic 5.5.2 - Include businesses owned by disabilities in procurement opportunities if they are eligible.</p>
	<p>Tactic 5.5.3 - Highlight accessible attractions in visitor’s guide for constituents and visitors.</p>

Strategy 5.6 – Communications

	<p>Tactic 5.6.1 - Coordinate with press announcements or releases and include messaging for people with disabilities to ensure they know FIFA World Cup 26™ Dallas Fan Fest is an accessible event.</p>
	<p>Tactic 5.6.2 - Provide ASL interpretation at every press conference.</p>
	<p>Tactic 5.6.3 - Offer low vision gray scale documents and social media posts for accessibility.</p>
	<p>Tactic 5.6.4 - Conduct a compliance check on the website.</p>

Objective 6: The Welfare and Well-Being of Unsheltered Populations

Stakeholder Requests	
<input type="checkbox"/> Unsheltered Outreach and Education Coordination	<input type="checkbox"/> Public Transit Shelter Signage for Unsheltered Populations
<input type="checkbox"/> Metroplex Rental Rate Monitoring	<input type="checkbox"/> Proactive Rental Rate and Location Monitoring
<input type="checkbox"/> Short-Term Rental Host Housing Rights Training	<input type="checkbox"/> Encampment Coordination SOP with FIFA Developers
<input type="checkbox"/> Temporary Housing Partnerships with Extended-Stay Hotels and UT Arlington	<input type="checkbox"/> Public Wi-Fi Resource Access for Unsheltered Populations
<input type="checkbox"/> Home Displacement Risk Mitigation	<input type="checkbox"/> Shelter and Resource Mapping on Downtown Kiosks
<input type="checkbox"/> State and Federal Housing Assistance Advocacy	

Strategy 6.1 – Coordinate with Street to Home Program for NTFWCOC Footprint

	Tactic 6.1.1 - Collaborate with Housing Forward and the multi-city group to align Street to Home efforts within and around the footprint.
	Tactic 6.1.2 - Conduct ride-along to evaluate encampments and decommissioning efforts in relation to footprint maps.
	Tactic 6.1.3 - Present and coordinate through multi-city working group across North Texas region. <input type="checkbox"/> Dallas <input type="checkbox"/> Fort Worth <input type="checkbox"/> Arlington <input type="checkbox"/> Frisco
	Tactic 6.1.4 - Develop a NTFWCOC specific plan for decommissioning and housing that prioritizes humane solutions over temporary displacement or shelter for beautification efforts.
	Tactic 6.1.5 - Assess feasibility of rapid rehousing availability for decommissioning.
	Tactic 6.1.6 - Coordinate information on existing encampments and develop a plan with transportation and safety and security teams to manage routes and ensure proper service call connections.

		Tactic 6.1.7 - Develop static maps every three months based on service calls and known encampments to monitor and allocate resources as needed.
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Strategy 6.2 – Short Term Rental Evictions and Fair Housing Concerns

		Tactic 6.2.1 - Host housing rights training across region.  <input type="checkbox"/> Dallas <input type="checkbox"/> Fort Worth <input type="checkbox"/> Arlington <input type="checkbox"/> Frisco
		Tactic 6.2.2 - Coordinate across the region on increased outreach.  <input type="checkbox"/> Dallas <input type="checkbox"/> Fort Worth <input type="checkbox"/> Arlington <input type="checkbox"/> Frisco

Strategy 6.3 – Access to Remedy

		Tactic 6.3.1 - Raise awareness of fair housing complaint process.
		Tactic 6.3.2 - Raise awareness of how to report an issue and respond with unsheltered population.
		Tactic 6.3.3 - Coordinate with cities’ fair housing departments across the region.  <input type="checkbox"/> Dallas <input type="checkbox"/> Fort Worth <input type="checkbox"/> Arlington <input type="checkbox"/> Frisco

Objective 7: Preventing and Mitigating Adverse Environmental Impacts

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Strategy 7.1 – Air Quality Monitoring/Heat Island Study

		Tactic 7.1.1 – Explore opportunity to track air quality around certain activations using the City of Dallas’ air quality monitoring system which has 24 sensors located throughout city.
		Tactic 7.1.2 – Incorporate where possible the City of Dallas’ heat island study results due that will be released Q1 2025; coordinate with appropriate city departments on policy recommendations to address extreme heat in the city.
		Tactic 7.1.3 – Collaborate with Air North Texas for a regional public awareness campaign to improve air quality across North Texas.

Strategy 7.2 – Water conservation

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	Tactic 7.2.1 – Tarrant Regional Water District will share its “Water is Awesome” campaign for multiple mediums with City of Dallas, City of Arlington and North Texas Municipal Water District.
	Tactic 7.2.2 – This will help inform residents to conserve water outdoors and how to improve their landscape with native plants.
	Tactic 7.2.3 – Collaborate with Trinity River Authority to coordinate community clean ups in partnership with UT Arlington and the City of Arlington to protect waterways from litter.

Strategy 7.3 – Support Climate Change Symposium

	Tactic 7.3.1 – Coordinate with the City of Dallas on their planned April 2026 Climate Change Symposium.
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Strategy 7.4 – Food Insecurity

	Tactic 7.4.1 – Publicize Dallas Inner-City Growers' Summit is a collaborative forum for producers and food system stakeholders looking to improve the way our region feeds itself. The summit features networking sessions, expert speakers, workshops, and more.
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Strategy 7.5 – Access to Nature

	Tactic 7.5.1 - The Nature Centre at Fort Worth will be signposted as a place for recreational opportunities, encouraging visitors to engage with the local nature.
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*\*This was formulated by the NTFWCOC’s Chief Sustainability Officer and is from a larger Sustainability Plan.*

WORKERS’ SAFEGUARDS

Objective 8: Workers’ Safeguards

Stakeholder Requests	
<input type="checkbox"/> Responsible Contracting and Worker Protection	<input type="checkbox"/> Job Access for Frontline Workers of Color
<input type="checkbox"/> Skills-Based Hiring and Retention Strategies	<input type="checkbox"/> Improve State Minimum Business Standards
<input type="checkbox"/> Address Immigration Status Discrimination	<input type="checkbox"/> Enforce Workers’ Safeguards to Organize and Picket

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|---|---|
| <input type="checkbox"/> Protect Child Workers from Overwork          | <input type="checkbox"/> Wage Theft and Fair Wage Distribution                        |
| <input type="checkbox"/> Mandate Workers Compensation                 | <input type="checkbox"/> Disaggregate Workforce Program Outcomes by Race              |
| <input type="checkbox"/> Safety Standards and Compliance in Contracts | <input type="checkbox"/> Fair Hiring and Coordination with Texas Workforce Commission |
| <input type="checkbox"/> Know Your Rights Trainings for Workers       | <input type="checkbox"/> Collaborative Efforts to Address Mega Event Risks            |

Strategy 8.1 – Implement Responsible Contracting Policy to Ensure Worker Safeguards throughout the Supply Chain

	Tactic 8.1.1 - Pre-qualify bidders and require acknowledgment of Code of Conduct, Supplier Agreement, Workers’ Safeguards’ addendum and Supplier Assessment Questionnaire.
	Tactic 8.1.2 - Create a Supplier Assessment Questionnaire risk rating tool to assign risk levels to classify bidders.
	Tactic 8.1.3 - Issue vendor guidance on the integration of all responsible contracting documents to increase vendor knowledge for supply chain implementation.
	Tactic 8.1.4 - Develop and design vendor training presentation.
	Tactic 8.1.5 - Establish minimum wage or prevailing wage floor, and require evidence of workers compensation, general insurance, OSHA training and violations, heat mitigation plans, hiring from certain census tracts and other vulnerable populations, collective bargaining allowances, labor harmony and non-interference commitments, and worker safety plans for Host City Contracts and sub-tiers to those contracts.
	Tactic 8.1.6 - Include prohibitions on misclassifications of 1099 workers, child labor and trafficking, labor trafficking in NTFWCOC contracts and sub-tiers to those contracts.
	Tactic 8.1.7 - Develop all internal documents required to support the contracting process and socialize with stakeholders.
	Tactic 8.1.8 - Hire a third-party firm to conduct spot checks, worker interviews, and site assessments on high-risk vendors.
	Tactic 8.1.9 - Reference and require compliance with relevant FIFA policies and annexes.

Strategy 8.2 – Back of House Implementation of Responsible Contracting Process

		Tactic 8.2.1 - Include supplier strategy elements in the contracting process in coordination with the Chief Financial Officer for small to medium enterprises.
		Tactic 8.2.2 - Socialize procurement process with NTFWCOC teammates.
		Tactic 8.2.3 - Assess and evaluate the need for procurement software with the Chief Financial Officer and Chief Sustainability Officer.
		Tactic 8.2.4 - Write and seek necessary approvals for all documents before implementation.

Strategy 8.3 – Legacy Considerations

		Tactic 8.3.1 - Consider corporate risk mitigation training on forced labor and supply chains and house the developed training with the City of Dallas as a legacy item.
		Tactic 8.3.2 - Consider embedding responsible contracting process in other institutions.

Strategy 8.4 – Access to Remedy

		Tactic 8.4.1 - Embed Worker Center in FIFA World Cup 26™ Dallas Fan Fest design and floor plan and organize programming and volunteer staffing.
		Tactic 8.4.2 - Ensure checkpoint before final FIFA World Cup 26™ Dallas Fan Fest renderings are approved.
		Tactic 8.4.3 - Ensure contract language reflects intention and specific requirements of Responsible Contracting Policy and associated documents.

ACCESS TO REMEDY

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Objective 9: Effective Grievance Mechanisms and Remediation Processes

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Strategy 9.1 – Coordinate FIFA Complaint Portal Use Across Venues and Sites

		Tactic 9.1.1 - Map local, state, and national hotlines for all issues.
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		Tactic 9.1.2 - Test call or email all options for remedy per FWC26 framework.
		Tactic 9.1.3 - Ensure legal remedy, free legal aid type organizations are included.

**Objective 10: Coordinated Mechanisms and Processes**

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**Strategy 10.1 – Develop Protocols for Effective Response and Coordination**

		Tactic 10.1.1 - Develop a human trafficking protocol and placement procedure for shelter collaborative, maintain list.
		Tactic 10.1.2 - Write and submit MERP Human Trafficking Plan to the state in early 2026.
		Tactic 10.1.3 - Develop an unsheltered populations protocol and socialize across NTFWCOC working groups.
		Tactic 10.1.4 - Develop a safe protest policy.
		Tactic 10.1.5 - Establish a speaker’s bureau for media inquiries.

**ANNEX**

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**A. LGBTQ+ Task Force Insights and Economic Inclusion Efforts**

### LGBTQI+ Rights

The key sentiment from our LGBTQI+ stakeholders is that it is highly unlikely that hosting the FIFA World Cup 2026™ will have an adverse impact on the LGBTQI+ community or LGBTQI+ visitors. It is not legal in the City of Dallas or Arlington to deny service to people based on their sexual orientation and gender identity. Based on public and private policies and data the hotels, public transportation, rideshare services, stadiums, and restaurants in the Metroplex are safe for LGBTQI+ visitors, players, coaches, journalists and fans.

Dallas has the fifth largest LGBTQI+ population in the country, and has long been a municipal leader in equal rights advocacy. This is evidenced by the Mayor's LGBTQ Task Force; the police and fire departments LGBTQI+ liaison officers and responders, and by adopting a number of policies such as:

- In 2002, the city of Dallas approved an ordinance prohibiting discrimination based on sexual orientation, which was defined to include gender identity.
- In March 2014, the Dallas City Council passed a resolution stating that the city is in full favor of equal rights for lesbian, gay, bisexual, and transgender (LGBT) employees of the City of Dallas, citizens within the city of Dallas, and visitors to the city of Dallas.
- In September 2014, the city's personnel rules were amended to separately define sexual orientation and gender identity and expression.
- In November 2014, Dallas citizens voted overwhelmingly (77%) to approve a city charter amendment to prohibit discrimination based on "sexual orientation," as well as "gender identity and expression.

In June of 2021, The City of Arlington passed two new non-discrimination ordinances, and city leadership cited the FIFA World Cup 2026(™) human rights plan as a consideration in taking this type of action. The first prohibits discrimination in employment and public accommodation. The second amends the Fair Housing Ordinance to include "sexual orientation" and "gender identity" to the list of protected classes. All passed unanimously and with no public opposition.

One adverse impact could be underrepresentation in employment and contracts and participation. This is addressed in proposed supplier diversity and hiring recommendations. The North Texas LGBT Chamber of Commerce is currently working with the City of Dallas on expanding the city's supplier diversity program. The goal is to incorporate LGBTBE (LGBT Business Enterprises), veteran-owned, and disability-owned businesses into the city's current supplier diversity program. This initiative will include collaboration with the Dallas Regional Chamber; the Greater Dallas Hispanic Chamber of Commerce; the Dallas Black Chamber of Commerce; Abounding Prosperity, and other like-minded community partners supporting entrepreneurship.

In the early 1990's, in an effort to improve community relations, the Dallas Police Department (DPD) created the [LGBTQ+ Liaison position](#). This was created to provide community members with a direct point of contact to help foster positive relationships and address unique safety concerns within the LGBTQ+ community. These efforts are focused on serving residents and fellow employees of the Dallas Police Department. This position's main focus is to help foster an inclusive environment both internally and externally so that all members of the LGBTQ+ community feel safe in reporting issues that may be impacting them. One of the most important tasks of the LGBTQ+ Liaison position is to conduct training for new police recruits and provide ongoing, updated training for current employees. Through ongoing, proactive community-driven initiatives and engagement, the LGBTQ+ Liaison serves as an advocate for the LGBTQ+ community in an effort to build trust between the Dallas Police Department and the community it serves.

Cultural sensitivity awareness and training will continue to expand leading to the hosting of the World Cup. The DPD will partner with the North Texas LGBT Chamber of Commerce and Abounding Prosperity, Inc., and other Diversity, Equity and Inclusion (DEI) professionals to develop curriculum, plan and implement this training for individuals working in the hospitality, service, entertainment, and venue industries, as well as teams visiting Dallas during the World Cup event.

The Dallas Police Dept. and community safety groups are proactive in certain areas for LGBTQI+ safety and these areas will continue to expand as the World Cup draws near. The consular offices in Dallas will also participate in and offer this training to coordinate with the safety and security efforts for all visitors.

In February 2016, the Dallas [Mayor's LGBT Task Force](#) began focusing on LGBTQI+ youth homelessness, beginning with a needs assessment, then serving as a convener for members of the community, public, private and nonprofit sectors. This work led to the formation of Outlast Youth, which launched in October 2016. With a vision to see the systematic problems of LGBTQI+ youth homelessness radically changed, the mission of Outlast Youth is to reduce and prevent LGBTQI+ youth experiencing homelessness in Dallas surrounding counties. Outlast Youth partners with local homeless service provider agencies, educating staff on best practices serving LGBTQI+ youth experiencing homelessness. In addition to terminology and basic cultural competency, they work through overcoming implicit biases. The Task Force recognizes that LGBTQ youth homelessness is a community issue, and requires a community solution, therefore collaborative efforts are in place between Outlast Youth, Resource Center - Youth First Program, the Metro Dallas Homeless Alliance, Abounding Prosperity, Inc., and other supportive organizations and agencies.

Founded in 2004, [Abounding Prosperity, Inc.](#), is the only indigenous Black community-based, HIV-focused nonprofit organization in the United States, whose mission is to provide services that address health, social, and economic disparities among Black communities with a strong focus on reaching individuals who identify as LGBTQI+ in the Dallas area. Abounding Prosperity, Inc. employs culturally sensitive strategies to reach and engage the population of focus in continuums of care that seek to build community trust and wellness. The agency has established itself as a trusted and credible partner to populations it serves - persons suffering from substance abuse, HIV/AIDS, mental illness, chronic homelessness, and extreme poverty. Provided services include health screenings, case management and other social support services.

In 2019, Abounding Prosperity, Inc. opened its community center. The center houses all programs and program staff. In addition to HIV/STI and Hep C screenings, the community center provides a diverse menu of educational and intervention opportunities. The community center is also the site for free workshops that provide PrEP awareness and education, community meetings, Community Advisory Board (CAB) meetings and Youth Advisory Board (YAB) meetings, and various focus groups. To augment their services, Abounding Prosperity, Inc. utilizes its mobile testing unit to access target populations that are highly transient, who patron nightclubs, bars and nighttime venues that are not located on major thoroughfares. The mobile testing unit is outfitted with two private testing rooms that are fully equipped to do rapid testing, phlebotomy, and mass testing at large scale events that require stream line screening. The agency is currently providing free and confidential COVID-19 testing, prevention and wellness kits, and has served as a neighborhood food distribution site.