



NY/NJ HUMAN RIGHTS REPORT

EXECUTIVE SUMMARY

PRESENTED TO FIFA: JUNE 2021

UPDATED: DECEMBER 2021

WELCOME,
WORLD.



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LETTERS OF SUPPORT



June 29, 2021

Dear FIFA President Infantino:

It is with great pride in the examples set by New York City and New Jersey that we submit this Human Rights Report in support of our joint bid to host the 2026 FIFA World Cup™.

The City of New York and the State of New Jersey both gain our strength from the tremendous diversity of our people. Lured by the vision of the Statue of Liberty, we have welcomed millions of people from around the world who have looked to our shores and our communities to build better lives, escape persecution and war, secure an education, and set a strong foundation for the next generation.

The American Dream still lives here and, to ensure it continues, we have endeavored to implement policies and laws that see our diversity as among our driving strengths.

As this report enumerates, we have undertaken efforts to ensure equal access in housing, employment, and health care; enhance relations between members of law enforcement and the communities they serve; protect the rights of our immigrant communities against discrimination or exploitation; expand opportunities for voters to play a role in our democratic processes; and support the rights of workers to organize and to earn fair and livable wages.

We know that, like any city or state, we are not perfect and have more work to do. But mirroring the opening words of the United States Constitution, our aim is to "form a more perfect union." This work will likely never cease. But by any measure, we have raised the bar and set a standard for others, both across the United States and around the globe.

For billions of fans worldwide, a love of football has long been a unifying factor – in some areas, perhaps the only thing that brings people of different races, languages, religions, and traditions together. The beauty of the New York City-New Jersey region is that this unifying spirit is found on pitches and fields right here in our own backyards.

It will be more than a quarter-century since our region was last able to highlight our capabilities on the World Cup stage, as a host site in 1994 for the men and 1999 for the women. Even then, we put our great diversity on display in tremendous matches that drew diverse and passionate crowds.

We are again ready to put our region's love of football on the world stage, this time as the primary host. And, in doing so, we hope to showcase all that remains good in our world, through sport.

Sincerely,

A handwritten signature in black ink, reading "Bill de Blasio".

Bill de Blasio
Mayor, New York City

A handwritten signature in black ink, reading "Philip D. Murphy".

Philip D. Murphy
Governor, New Jersey

STAKEHOLDER ENGAGEMENT PROCESS

Over a number of months in 2021, the NY/NJ Host City Bid Committee engaged with over 55 different government agencies and non-governmental organizations to address specific human rights challenges raised by FIFA as a part of the host city selection process. The NY/NJ Host City Bid Committee conducted over 160 separate meetings and spent hundreds of hours listening to experts on matters pertaining to many human rights challenges to compile how the region manages, mitigates, and modifies our policies and procedures for mega sporting events, as well as how we would assure a welcoming and safe destination for all in 2026.

PROCESS

- Engagement with NYC Mayor's Office and NYC agencies, and NJ Governor's Office and NJ state agencies
- Engagement with external organizations recommended by experts in human rights on challenges faced during mega sporting events
- All agencies reviewed the full FIFA report to acknowledge challenges and assess current and future programs, policies, and partnerships to address identified and emergent challenges

KEY TAKEAWAYS

- Human rights management and support does not focus on one day or event, but is an everyday commitment with an enduring legacy
- The region's vast experience in overseeing mega events, as well as its standing as the most diverse region in the country requires a system of feedback on human rights issues that is dynamic, transparent and ensures a remedy of grievances
- There is an unprecedented level of cooperation that already exists between New York City and New Jersey on human rights issues
- There is genuine enthusiasm to leverage the 2026 FIFA World Cup for wider, deeper, and more meaningful engagement

PARTICIPANTS

NEW JERSEY STAKEHOLDERS

Choose New Jersey

A non-profit economic development organization dedicated to providing resources to businesses interested in making NJ their home

Meadowlands Chamber of Commerce

Business Association serving the Greater Meadowlands region

MetLife Stadium

Proposed venue to host FIFA World Cup™ matches

NJ Department of Children and Families

Cabinet agency devoted to serving and supporting children and families to be safe, healthy, and connected

NJ Department of Community Affairs

Cabinet agency providing administrative guidance, financial support, and technical assistance to local governments, community organizations, businesses, and individuals to improve the quality of life in NJ

NJ Department of Human Services

Cabinet agency that provides programs and services to support individuals and families across economic and health challenges

NJ Department of Labor

Cabinet agency that administers the state's programs affecting the daily lives of those in the workforce

NJ Department of Transportation

Cabinet agency responsible for transportation issues and policy in NJ

NJ Department of Treasury

Cabinet agency that manages the state's budget, provides fiscal support to businesses and individuals, and oversees the state's contracting and procurement

NJ Governor's Office

Leads the executive branch and is responsible for coordinating the various agencies under its purview

NJ Office of the Attorney General, Division of Civil Rights and NJ State Police

Ensures the protection of the lives and property of New Jersey residents and visitors

NJ Sports and Exposition Authority

Oversight and management for the operation of the MetLife Sports Complex

NJ Transit

Authority with the mission to move NJ and the region by providing safe, reliable, and affordable public transportation

Port Authority of NY and NJ

Authority that oversees much of the regional transportation infrastructure of the Port of NY and NJ

New Jersey Stakeholder Meeting

New Jersey spoke with a diverse array of its labor unions, trade representatives, business and economic development interests, faith leaders, disability advocates, and community organizations to discuss human rights concerns and challenges to address during the planning and implementation of the 2026 FIFA World Cup in the NY/NJ region

NEW YORK CITY STAKEHOLDERS

Athlete Ally

A nonprofit LGBTQ athlete advocacy group focusing on making athletic communities more inclusive

Centre for Sports and Human Rights

Experts to help identify potential Human Rights violations and for cities hosting Mega Sporting Events and proper remedies

Gotham FC

Women's Professional Soccer Club, competes in the National Women's Soccer League in NJ

NY AFL-CIO

A federation of 3,000 affiliated public sector, private sector and building trades unions throughout the state representing 2.5 million members

NYC & Company

Official destination marketing organization and convention, and visitors bureau for the City of New York

NYC Administration for Children's Services

Protects and promotes safety and well-being of NYC's children and families

NYC Central Labor Council

Nonprofit labor membership organization devoted to supporting and advancing the working people of NYC

NYC Citywide Event Coordination and Management

Consults and advises agencies for all of NYC's big events

NYC Commission on Human Rights

Charged with enforcement of the Human Rights Law, and educating the public and encouraging positive community relations

NYC Economic Development Corporation and Deputy Mayor

Interagency coordination and appropriate representation

NYCFC

A Professional Soccer Club based in NYC, competes in Major League Soccer

NYCLU

A nonprofit which conducts legal, legislative, lobbying, educational and community organizing activities

NYC Mayor's Office of Contract Services

Works with all agencies, vendors, and providers to ensure contracting process is fair, efficient, transparent and cost effective to the City

NYC Mayor's Office of Disability

Works hand in hand with other City agencies to assure that the voice of the disabled community is represented and that City programs address the needs of people with disabilities

NYPD

The largest police department in the United States

NY Red Bulls

Professional Soccer Club based in NJ, competes in Major League Soccer

Power of Sport

A platform to fuel and magnify creativity, diversity, connection and leadership for the disabled athlete through sport



WELCOME, WORLD.

The New York/New Jersey region is the most diverse in the nation. We have a demonstrated commitment of celebrating and elevating that diversity through sustained human rights advancements.

Hosting the 2026 FIFA World Cup™ represents both an opportunity and a responsibility specific to human rights matters. Our region looks forward to the opportunity to leverage the world's greatest sporting event to help amplify our existing human rights efforts and introduce new initiatives under the spotlight of the 2026 FIFA World Cup™.

New York and New Jersey are ready. Welcome, World.

SAFETY AND SECURITY

Challenge: Ensuring all fans, visitors, employees, and residents feel equally safe and secure throughout and around the tournament

ONGOING EFFORTS

- Police forces working across jurisdictions to support a collaborative approach to major security planning
- Strengthening community engagement, anti-bias trainings, and use of force trainings
- Continuous iterative reviews of large-scale events for lessons learned and potential areas for improvement
- Monthly meetings and ongoing stakeholder engagement among children's services agencies, law enforcement, and public/private entities to combat human trafficking and domestic and sexual violence

NYC AND NJ'S COMMITMENT

- The New York Police Department, NYC Administration for Children's Services, NJ Department of Children and Families, and NJ Office of the Attorney General will continue to work with the community and other city and state agencies, hotels, and business improvement districts to ensure impartial enforcement of the law.

FIFA WORLD CUP™ LEGACY OPPORTUNITIES

- Further community engagement and positive relationship-building between the police and the public
- Continue long-standing and ongoing efforts in NJ and NYC to protect the most vulnerable in society, including women and children

HOUSING RIGHTS

Challenge: Ensuring access to safe and affordable housing and accommodations and continuing to prioritize supporting individuals experiencing homelessness leading up to and throughout the tournament

ONGOING EFFORTS

- Nation-leading eviction prevention laws, executive offices dedicated to supporting individuals experiencing homelessness (NJ's Office of Homelessness Prevention, NYC's Mayor's Office to Protect Tenants and NYC Department of Homeless Services)
- Homelessness prevention and affordable housing initiatives with cross-jurisdictional coordination between the State of NJ, NYC, and NJ municipalities and long-standing partnerships with community organizations and service providers
- Holistic planning to address short-term rental market (e.g. Airbnb) and hotel utilization to ensure residents are not displaced with tourism fluctuations

NYC AND NJ'S COMMITMENT

- Continued strong investments to increase affordable housing
- Ongoing outreach and relationship building with individuals experiencing homelessness

FIFA WORLD CUP™ LEGACY OPPORTUNITIES

- Intensify efforts to provide wrap around services for individuals experiencing homelessness and ensuring they are supported and protected, not just around the tournament, but in the long-term
- Opportunity to further mitigate the impacts of short-term rentals and hotel bookings to ensure individuals experiencing homelessness are not adversely affected

WORKERS' RIGHTS

Challenge: Ensuring workers are fully supported and protected with access to high-quality jobs and training leading up to and throughout the tournament

ONGOING EFFORTS

- Nation-leading minimum wage laws, strongest anti-discrimination laws and human rights worker protections, including overtime, child labor, misclassification, and prevailing wage protections
- Robust apprenticeship and training programs that recruit and support workers from diverse communities and backgrounds to access permanent high-quality jobs
- Strong government oversight to ensure reputable employers and contractors, and public-facing worker protection hotlines and websites to inform workers
- Strong labor union leadership and connections with government to promote collective bargaining and advance workers' rights

NYC AND NJ'S COMMITMENT

- Replicate and build upon the fair and honest practices implemented for the NFL Super Bowl and similar large-scale events that NJ and NYC have partnered to host
- Continue expanded apprenticeship and training programs, increase participation from the hospitality community, and train appropriately to address workforce needs
- Sustain our ongoing commitments to advance union-represented labor and access to high quality jobs

FIFA WORLD CUP™ LEGACY OPPORTUNITIES

- Prioritize and target industries and segments of the population for further employment development
- Leverage novel partnerships, including local soccer clubs and sports organizations, to promote progressive and equitable employment opportunities

DISABILITY AWARENESS AND DISABILITY ACCESS

Challenge: Ensure individuals with disabilities have equitable access to public transit, employment, and overall high quality of life around and beyond the tournament

ONGOING EFFORTS

- Ensuring access to public transportation for fans with limited mobility through stakeholder partnerships, prioritization of ADA accessibility in construction projects, and ongoing improvements to service and communications
- Training of service providers to provide welcoming and inclusive experiences for individuals with disabilities
- Supporting individuals with disabilities to access gainful and high-quality employment

NYC AND NJ'S COMMITMENT

- Continued meaningful inclusion of individuals with disabilities and their families in discussions around needs, supports, and solutions and to promote access and awareness
- Proactively train service providers who will interface with visitors and fans with disabilities to ensure equitable and enjoyable experiences regardless of ability status
- Update accessibility links on any online resource that impacts visitor experience, including the websites of MetLife Stadium, NJ TRANSIT, NJ Department of Transportation, the Metropolitan Transportation Authority, NYCgo.com, etc.

FIFA WORLD CUP™ LEGACY OPPORTUNITIES

- Amplify accessibility planning to ensure that those who are blind, visually impaired, deaf or hard of hearing, and deaf-blind, as well as those with developmental, mobility and sensory disabilities have full access to the events hosted by the 2026 FIFA World Cup™
- Leverage process by involving individuals with disabilities in the planning, coordinating across agencies to ensure access, and identifying employment opportunities for individuals with disabilities

RIGHT TO PARTICIPATE IN CONDUCT OF PUBLIC AFFAIRS

Challenge: Ensure residents are equitably enabled to participate in the democratic process and public affairs, and to conduct business with transparency and accessibility

ONGOING EFFORTS

- Multiple branches of NYC/NJ government engage in the design and oversight of the procurement framework, with checks and balances in place
- NYC/NJ laws publicly advertise all design and construction projects, granting stakeholders full and unfettered access to bidding opportunities
- NJ laws require all contractors to agree to abide by the New Jersey Law Against Discrimination in the workplace, regardless of physical location, with violators placed on the NJ Debarment List

NYC AND NJ'S COMMITMENT

- Enforce the fair, honest, and open sourcing of goods and services needed for the 2026 FIFA World Cup™
- Leverage community connections from our professional soccer clubs, proactively sharing tournament vision and opportunities
- Integrate contract procurement requirements and processes, as well as hiring and training opportunities, into overall FIFA World Cup™ community-based messaging

FIFA WORLD CUP™ LEGACY OPPORTUNITIES

- Leverage existing contract procurement processes to publicly advertise construction projects and ensure stakeholders have access to bidding opportunities related to the FIFA World Cup™
- Opportunity to expand presentations and training seminars to minority, women-owned and veteran-owned business regarding bidding processes for construction projects
- Expand partnerships with soccer clubs by providing youth soccer coach positions to vulnerable communities, with anti-discrimination training included in coaching curriculum

NONDISCRIMINATION, GRIEVANCES AND ACCESS TO REMEDY

Challenge: Plan for and prevent discrimination across all aspects of public life around the tournament through public education and engagement; ensure responsiveness and timely remediation when instances do occur

ONGOING EFFORTS

- NYC Commission on Human Rights: Allows individuals to file complaints, with remedies such as civil penalties and compensatory damages paid to victim, and shares reporting on identifying at-risk groups to citywide agencies
- Creation of the NJ Office of Diversity, Inclusion, Equity, and Belonging and establishment of NJ Office of the Attorney General process for remedying Human Rights complaints
- Nation-leading anti-discrimination laws

NYC AND NJ'S COMMITMENT

- Regional cooperation and consistent communication across all entities responsible for the 2026 FIFA World Cup™
- Work with a coalition of public and private organizations and community sources on guidance, rules and penalties to ensure the most equitable FIFA World Cup™ for the region
- Communicate and enforce a zero-tolerance policy to any type of discrimination

FIFA WORLD CUP™ LEGACY OPPORTUNITIES

- Broaden inclusive participation in an international event and the game of soccer
- Raise awareness of diversity in the region and continue to protect marginalized and vulnerable communities
- Partner with local organizations, including soccer clubs, fan groups, youth organizations and advocacy partners to spread positive messages and make a lasting impact for future generations

An aerial, black and white photograph of a large soccer stadium filled with spectators. A large, semi-transparent graphic consisting of several concentric, overlapping circles is centered over the field. The text "LETTERS OF SUPPORT" is overlaid in a stylized, white, outlined font. The letters are composed of multiple parallel lines, giving them a 3D or layered appearance. The text is arranged in three lines: "LETTERS" on the top line, "OF" in the middle, and "SUPPORT" on the bottom line. The background shows the stadium seating, the field, and various advertisements like "MerLife" and "COLUMBIA".

LETTERS OF SUPPORT



Dear FIFA Host City Bid Committee,

NJ/NY Gotham City FC, a member team of the National Women's Soccer League, writes to express our full and enthusiastic support for the New York/New Jersey World Cup 2026 Bid.

New York and New Jersey have long been destinations and safe havens for people of different backgrounds, faiths and countries of origin. New York and New Jersey are uniquely positioned to host games in one of the most inclusive and multicultural areas in the world, let alone the United States. As a group of incredibly diverse athletes who all are playing in this region, and feel comfortable and supported doing so, we view the World Cup as an opportunity to bring attention to the importance of hosting mega sporting events in environments that respect, protect and promote human rights - both in policies and in practice.

Moreover, as we have seen hatred and violence sweep our nation, we have seen legislation across the country targeting minority communities. New York and New Jersey have some of the most progressive and strong comprehensive anti-discrimination laws in the country, ensuring that all players, coaches and fans would be safe and welcomed in our region.

Now more than ever, holding World Cup matches in cities and states that have comprehensive nondiscrimination protections in place is of utmost importance to ensure that players, coaches, and fans are able to enjoy the World Cup in a discrimination-free environment.

On behalf of NY/NJ Gotham FC,

A handwritten signature in black ink, appearing to read 'Yael Averbuch'. The signature is fluid and cursive, with the first name 'Yael' being more prominent than the last name 'Averbuch'.

Yael Averbuch
Interim General Manager and Head of Soccer Operations
NY/NJ Gotham FC

New York City Football Club.



Dear FIFA Host City Bid Committee,

I am writing on behalf of New York City Football Club, a Club founded in the five boroughs of New York City and the 20th team to enter Major League Soccer in 2015. We are all extremely excited by the 2026 World Cup coming to Canada, Mexico and United States and NYCFC would like to express our full and committed support for the New York/New Jersey World Cup 2026 bid. We know this groundbreaking World Cup will be a seminal moment in the growth of this sport that we are all so deeply passionate about.

Supporting the vibrant and diverse communities across New York City has been a significant focus of our Club since our inception. As just one example, this year we will complete a five-year project that will bring 50 mini soccer pitches to underserved neighborhoods across the City. Every day, we are fortunate to see first-hand the passion for soccer in this region and how this uniquely global sport can bring communities together like no other. The power of soccer to unify and bring together cultures, languages, backgrounds, and religions is vital and the foundation of our Club's mission to improve lives through soccer.

There is a rich and esteemed history of soccer in this region, and we couldn't be prouder to be part of this history and represent this City and area that is undeniably unique. The enthusiasm and support in this region when international men and women's tournaments are taking place is unrivaled and we know that the World Cup 2026 will be on a scale that we have never seen before.

I would like to thank you for your continued support of soccer and wish you best wishes for all the preparations.

Thank you.

*Brad Sims, President/CEO, New York City FC
On Behalf of New York City FC*





Dear FIFA Host Bid Committee,

I am writing today to express our organizational support for New York/New Jersey to be a host region for the 2026 FIFA World Cup.

As a founding team in Major League Soccer, the New York Red Bulls organization has seen first-hand the impact that soccer can have on the local community and also the influence the local community has had on the world's beautiful game.

New York City is one of the most iconic cities in due to its world-famous entertainment venues, museums and sporting venues. Although those are marvels to look at, what makes the New York Metropolitan Area so perfect the biggest sporting event in the world is the diversity of people that reside here. New York and New Jersey are uniquely positioned to host games in one of the most inclusive and multicultural areas in the world, let alone the United States.

While New York City stands as the centerpiece of the region, New York and New Jersey also have a rich history with the beautiful game. Players such as Pelé and Giorgio Chinaglia and the New York Cosmos played in Giants Stadium. World Cup Champions Christie Pearce Rampone, Carly Lloyd and Tobin Heath all are New Jersey Natives. American National Team stars John Harkes, Tony Meola and Tab Ramos all came from the small town of Kearny, NJ. Tim Howard grew up in Patterson, NJ before joining and MLS and making his impact in the English Premier League with Manchester United and Everton.

One will not find another region in the country that has a connection to the game and will support the World Cup as the New York/New Jersey region will which is why we are fully behind the bid to host the 2026 FIFA World Cup.

On Behalf of the New York Red Bulls,

Shaun Oliver
Chief Operating Officer
New York Red Bulls and Red Bull Arena



NYNJ2026.COM