

EXPOSE INJUSTICE.

TEACH CHANGE.



**ROBERT F.
KENNEDY
HUMAN
RIGHTS**



RIGHT WRONG.

ANNUAL REPORT 2021.

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TO TAME THE
SAVAGENESS OF
MAN AND MAKE
GENTLE THE LIFE
OF THE WORLD

ROBERT
F. KENNEDY

OUR WORK

Grounded in the legacy of Robert F. Kennedy and his transformative leadership, we hold governments accountable, engage business to align with human rights norms, train the next generation of leaders, and celebrate agents of change in order to fulfill the charge he gave us in 1968 to “dedicate ourselves to what the Greeks wrote so many years ago, ‘to tame the savageness of man and make gentle the life of the world.’”

INTERNATIONAL ADVOCACY & LITIGATION

Women murdered with systemic impunity for their killers. Protesters surveilled and tortured by police. Journalists jailed for speaking truth to power. With authoritarianism on the rise, we work hand in hand with local partners around the world to confront human rights abuses and hold governments accountable.

U.S. ADVOCACY & LITIGATION

The U.S. criminal legal system is fundamentally flawed. By design, it's structured to punish the poor and powerless under the guise of public safety, caging millions of people each year. At Robert F. Kennedy Human Rights, we work with frontline advocates to dismantle the mass criminalization pipeline by reducing the scale, scope, and power of these racist and unequal systems.

HUMAN RIGHTS EDUCATION

Inspired by Kerry Kennedy's book and the Universal Declaration of Human Rights, *Speak Truth to Power* is a human rights education program that combines storytelling and interactive learning to provide the next generation with the concrete knowledge they will need to create change and advance human rights.

YOUNG LEADERS

RFK Young Leaders is a network of youth advocates on college campuses around the nation. The program empowers students to become politically active and to advance human rights and social justice in their communities.

COMPASS INVESTORS

RFK Compass Investors seeks to inform investment decision-makers — pension plans, sovereign wealth funds, endowments, family offices, investment consultants, and fund managers — of the human rights issues to consider during their investment process as they seek superior risk-adjusted returns. With a network of investors who collectively manage nearly USD \$7 trillion in assets, we provide tools, mobilize campaigns, and facilitate connections to support investor actions across labor and supply chain, the "S" in ESG, diversity of people and capital, and the protection of civic space. We believe that investors can earn alpha and leverage their investment dollars in support of a just and equitable world.

WORKPLACE DIGNITY

Human rights do not end at the workplace door. Organizations that honor the dignity of individual workers are more engaging, more equitable and, ultimately, more successful. We connect Robert F. Kennedy's legacy of human rights advocacy to issues in the workplace, offering actionable strategies and tools for organizations and their leaders, amplifying the voices of workplace-dignity champions, and supporting dignity-advancing legislation.

AFFILIATES

An ever-expanding network of powerful alliances, Robert F. Kennedy Human Rights' International Affiliates provide on-the-ground teaching, training, and assistance to human rights defenders across Europe and beyond. At a critical moment in global history, these organizations coordinate projects in defense of human rights and work to eradicate systemic racism, discrimination, and violence. Our affiliates currently operate in Greece, Italy, Spain, Switzerland, and the U.K.

BOOK AND JOURNALISM AWARDS, HUMAN RIGHTS AWARD, AND RIPPLE OF HOPE AWARD

Every year, we're proud to recognize a range of truth-tellers, activists, and changemakers from across the world for their transformative work in the pursuit of a more just and peaceful world. Our awards lift the voices of the most courageous frontline advocates and leaders and amplify their messages to a world-wide audience.

INTERNATIONAL ADVOCACY & LITIGATION

In 2021, the international advocacy and litigation team advanced the protection of civic space, including the rights to freedom of expression, assembly, and association, and combatted violence and discrimination. Our team trained, convened and transferred skills to leading litigators across Africa and Latin America so a new generation is able to protect civic space, preserve democracy, and advance the rule of law. The team advanced protections against gender-based violence and exposed serious human rights violations across Colombia, Venezuela, Nigeria, Bangladesh and more.

INTERNATIONAL ADVOCACY & LITIGATION

PROGRAM SUMMARY

LATIN AMERICA & THE CARIBBEAN

On April 7, 2021, with the support of a group of students from George Washington University Law School, RFK Human Rights submitted an [Amicus brief](#) to the Inter-American Court of Human Rights in the case of Colombian journalist Jineth Bedoya. Ms. Bedoya was kidnapped in front of the Bogotá Model National Prison, where she had gone to conduct an interview, and was then sexually assaulted. She survived, but the authorities have handled her case with negligence, sexism, and hostility and, to date, impunity prevails.

On June 28, 2021, we obtained a landmark victory for the rights of LGBTQ+ people with our [Vicky Hernandez v. Honduras case](#) before the Inter-American Court of Human Rights. This case was litigated for over six years with our Honduran partners, Cattrachas, and pertained to the murder of a 26-year-old trans woman during the 2009 coup – but it is representative of the larger context of violence against LGBTQ+ people in the region. Our efforts were widely covered by the media in the U.S. and abroad, including [The New York Times](#) and [The Guardian](#).

On September 15, we co-hosted an online screening of the HBO documentary [A La Calle](#) and a related discussion on Venezuela's fight for democracy.

In October, we submitted our observations on the merits of the [Brianda Cecilia Martinez et al. v. Mexico case](#), which we are litigating alongside our partner El Centro para el Desarrollo Integral de la Mujer A.C. (CEDIMAC). The case concerns seven young women who disappeared in Ciudad Juarez, Mexico, in 2011 and whose whereabouts remain unknown but are emblematic of the larger context of violence against women and impunity.

In October, we launched a new [Spanish-language podcast series](#) in collaboration with the Office of the Special Rapporteur on Freedom of Expression of the Inter-American Commission on Human Rights

(IACHR) and producer La No Ficción. The podcast series, [Deliberante](#), tells stories of freedom of expression in the Americas.

On December 14, we participated in a public hearing before the IACHR regarding the case of Oswaldo Payá Sardiñas, the Cuban pro-democracy leader who was killed in 2012, along with young activist Harold Cepero. Mr. Payá and Mr. Cepero's family members attended the hearing, along with Mr. Carromero and representatives from RFK Human Rights. The IACHR heard the testimonies of Mr. Payá's widow, Ofelia Payá Acevedo, and his daughter, Rosa Maria Payá, who described years of harassment by Cuban government officials, previous attempts on Mr. Payá's life, and the circumstances and evidence of the attack. The hearing also presented an important opportunity to update the IACHR about the intensifying repression of human rights advocacy and dissent in Cuba.

AFRICA

On March 16, 2021, Robert F. Kennedy Human Rights and Choharis Law Group jointly submitted a [petition](#) to the UN Working Group on Arbitrary Detention on behalf of Paul Rusesabagina. Mr. Rusesabagina is a prominent humanitarian and political activist who was kidnapped by Rwandan authorities on August 27, 2020, held incommunicado, and has continued to be arbitrarily detained and accused of terrorism without effective legal assistance or proper medical treatment.

In June, we filed a [petition](#) before the UN Working Group on Arbitrary Detention seeking the immediate release of our client, Ahmed Samir Santawy, a 29-year-old Egyptian citizen and graduate student. Santawy, whose research focuses on sexual and reproductive rights in Egypt, was arrested in February on bogus terrorism charges amid Egypt's continuing crackdown on freedom of expression and peaceful assembly. After our successful petition on behalf of Al Jazeera journalist [Mahmoud Hussein](#), Santawy's case represents our latest efforts to protect civic space in Egypt and around the world.

In July, RFK Human Rights [intervened](#) in a case filed before the [ECOWAS Court](#) by Nigerian organization SERAP to challenge the Nigerian government's [indefinite ban on the use of social media](#) platform Twitter.

INTERNATIONAL ADVOCACY & LITIGATION

PROGRAM SUMMARY

In October, the [United Nations Working Group on Arbitrary Detention](#) issued a [favorable decision](#) in our case to [protect LGBTQ+ Ugandans](#) who had been arbitrarily detained in 2020 after a raid on a LGBTQ+ shelter in Kyengera. This decision was the result of a joint legal action filed by RFK Human Rights and two Ugandan organizations: Human Rights Awareness and Promotion Forum, and Sexual Minorities Uganda. This win for human rights comes at a critical time, as the Ugandan Parliament reconsiders the discriminatory Sexual Offenses Act.

In November, we formally launched our [Practitioners' Guide on the East African Court of Justice](#). This is the result of a collaboration with the Pan African Lawyers Union and seeks to promote the use of this regional court as a resource in the efforts to promote and protect civic space in the region and to help turn the tide in fighting authoritarian regimes across the region.

ASIA

In August, we joined a [briefing](#) hosted by the [U.S. Congress' Tom Lantos Human Rights Commission](#) on how Congress and the U.S. government as a whole can contribute to ending forced disappearances and other grave human rights violations committed by security forces in Bangladesh.

CIVIC SPACE

In October, we organized a three-part [webinar series on protecting civic space and digital rights](#) through strategic litigation before regional mechanisms, with a particular focus on the Economic Community of West African States Community Court of Justice (ECOWAS Court). The webinar series had wide participation from practitioners across Africa and included comparable perspectives from other regions of the world.

During 2021, we conducted a [civic space case mapping initiative](#) to identify key ongoing judicial cases at the national and regional level in Africa, Latin America, and the United States that may need the support and participation of broader civil society to ensure positive judicial decisions. The cases identified will also be reflected in a public database to help connect the organizations litigating those cases with a broader support network.

DOMESTIC ADVOCACY & LITIGATION

In 2021, we worked to reduce mass incarceration by launching the first federal civil and human rights investigation of immigration detention throughout the entire state of Louisiana, and organizing in Texas, Louisiana, and New York to challenge poverty-based criminal incarceration and eliminate the use of solitary confinement. We partnered with Black-led human rights advocates to lead a nationwide campaign to protect 40,000 vulnerable Black immigrants from deportation and provide emergency legal assistance at a weeklong humanitarian border crisis in Del Rio, Texas. And we uplifted human rights heroes by presenting the RFK Human Rights Award to leading Haitian immigration activist Guerline Jozef and inaugurating the Movement Support Fund, small-scale emergency grant support for directly-impacted individuals and activists fighting key human rights lawsuits and leading movements across the country.

DOMESTIC ADVOCACY & LITIGATION

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

Ending Abusive Immigration Detention in the Deep South: In June 2021, after interviewing immigrants detained in Louisiana, we filed a complaint with the Department of Homeland Security Office of Civil Rights and Civil Liberties. In it, we exposed rampant use of solitary confinement as a response to the COVID-19 pandemic. In response, in July 2021, the federal government announced that it would open a state-wide investigation of nine privately run immigration detention centers in Louisiana, beginning in December 2021. We continued to hold the government to its promise in December 2021 by filing additional evidence of human rights abuses against Black immigrants detained in Louisiana.

Fighting Anti-Black Discrimination at the Border: In September 2021, we joined the Haitian Bridge Alliance in an emergency legal response to the humanitarian crisis created by immigration officials in Del Rio, Texas, where the federal government held 15,000 Haitian and other Black immigrants in open-air cages under the scorching sun. We reunited dozens of immigrants with their families, interviewed dozens more to document abuses by U.S. authorities, and gathered more than 550 news articles to shape the national narrative. Kerry Kennedy led a delegation that spiked media attention and gained access to the Del Rio camp to witness conditions firsthand. We also filed 28 FOIA requests of both federal and Texas agencies. Finally, we challenged systemic discrimination by filing a request for precautionary measures on behalf of 31 asylum seekers before the Inter-American Commission on Human Rights.

Enacting Bail and Prison Reform Across the Country: In the first half of 2021, we joined community activists in a campaign to stop the use of solitary confinement in New York City prisons and jails, submitting testimony on the devastating effects of solitary confinement to the New York City Council Committee on Criminal Justice. In July 2021, in collaboration with more than a dozen leading criminal

justice organizations in Texas, we took out a full-page ad in the Austin American-Statesman to draw attention to the devastating bail reform proposal making its way through the Texas legislature. We were able to defeat one proposal and strip the most harmful provisions from another. In the second half of 2021, we joined the East Baton Rouge Parish Prison Reform Coalition in its campaign to depopulate the local parish prison. In November 2021, the campaign achieved an important victory when a federal judge approved a settlement in a federal lawsuit challenging local practices that kept people in jail simply because they were too poor to pay bail. Litigation partners tasked our team with developing a plan to monitor implementation of the settlement.

Launching a Network and Campaign to Protect Black Immigrants from Deportation: With Cameroonian immigrants and the Haitian Bridge Alliance, we created the Cameroon Advocacy Network. In October, we organized a week of action demanding that the Biden administration grant Temporary Protected Status to 40,000 Cameroonian immigrants. Since its launch, we have spurred legislation to be introduced in Congress, garnered over 200 organizations to endorse our demands, and mobilized hundreds of people to take action.

Creating a Fund to Protect Human Rights Defenders: In February 2021, we launched the Movement Support Fund to aid high impact human- and civil-rights lawsuits by providing small-scale emergency grants to litigants in financial need. The fund ensures that directly affected individuals fighting unjust government and policing practices are not made martyrs for human rights and civil rights. Over the course of the year, we provided small-scale grants to dozens of civil rights plaintiffs, helped people remain in their homes, keep their jobs, and put food on their tables during the pendency of their cases.

PARTNERSHIPS AND KEY RELATIONSHIPS

Launching a National Coalition to Protest Local Law Enforcement Collaboration with ICE: Communities for Sheriff Accountability (C4SA) launched in July 2021. To catalyze their efforts, we produced the launch film and advocacy demands.

DOMESTIC ADVOCACY & LITIGATION

CONTINUED

EVENTS

Honoring Guerline Jozef with the RFK Human Rights Award: On October 27, we were proud to honor Guerline M. Jozef with the RFK Human Rights Award. We combined the award ceremony with a delegation to a migrant shelter in Tijuana and a pop-up rally in front of the Otay Mesa Detention Center with Wyclef Jean. Using a custom tweet-to-target tool, we mobilized thousands of people to call on the Biden administration to stop Haitian deportations and #EndTitle42, gaining roughly 500,000 social media impressions.

FUNDRAISING

Since July, **we have raised \$80,000 from three foundations to support our work**, including our Movement Support Fund, which has provided emergency support for dozens of indigent clients who are bravely challenging various aspects of the criminal justice system in court, saving families from being evicted and securing other key services. Our Afghanistan/Haiti Relief fund has raised more than \$25,000 through over 100 individual donors to directly support Haitian migrants and Afghan refugees.

THOUGHT LEADERSHIP

During our rapid response to the border in Del Rio, Texas, we gathered more than 550 articles, three podcasts, and multiple viral social media posts that centered Guerline Jozef as the only Haitian and Black immigrant advocate on the frontlines while also mentioning RFKHR and the crucial work we are doing. In August, we partnered with Erika Andiola of RAICES to co-author and publish an op-ed in Slate with Kerry Kennedy that sheds light on the ongoing lack of accountability of several DOJ officials who were instrumental in carrying out the Trump administration's family separation policies in 2018.

HUMAN RIGHTS EDUCATION

Over the past year, the Speak Truth to Power staff has been focused on transforming how we implement the STTP program. While our impact goals remain the same, how we achieve them has evolved. An RFK Human Rights-centered school is one that promotes respect, dignity, nondiscrimination, anti-racism, equity, justice, and inclusiveness through integration of the STTP program and human rights education.

Our whole-school approach seeks to employ human rights education as a mechanism for framing the core principles of democracy rather than a curriculum add-on or a one-shot program. Instead of presenting STTP as a program a student attends, we are instead partnering with schools in a transformative process to make human rights core and center to the whole school's ecosystem.

HUMAN RIGHTS EDUCATION

PROGRAM SUMMARY

Speak Truth to Power is the Robert F. Kennedy Human Rights central human rights education program. To date, we have reached over 6 million educators and students worldwide. At its essence, we tell the stories of prominent human rights defenders around the world to inspire young people to become the next generation of human rights defenders. In collaboration with educators, we help schools center human rights in all aspects of learning, with the goal of achieving three main objectives:

- Building educator capacity to integrate human rights education as core and central to the school's ecosystem
- Reinforcing the mindsets, attitudes, and behaviors of young people so they have the social and emotional intelligence to engage in human rights work
- Ensuring that all young people take action locally and globally to defend and promote human rights

PARTNERSHIPS AND KEY RELATIONSHIPS

- Human Rights Campaign: Co-created the lesson “Celebrating and Defending Trans and Non-Binary Rights”
- Impact Justice: Designed and co-facilitated three sessions on restorative justice
- Nizami Ganjavi International Center: Co-sponsored a speaker series
- Shared Societies and Values Sarajevo: In-country partner assisted with program development and implementation
- Dodd Center: Co-created and sponsored HRE-centered advocacy paper
- Tribeca Festival: Video contest screening and award during 2021 festival
- Discovery Education: Coordinated coalition creating and disseminating SEL (social and emotional learning) content with RFKHR serving as the source for HRE (human rights education) and SEL
- United Federation of Teachers: Outreach and programming in NYC public schools

EVENTS

In 2021, we hosted several events that supported student and educator capacity building — boosting their knowledge of human rights and their skills in supporting the next generation of human rights defenders.

We began the year with a virtual all-day Lead Educator retreat with 30 educators. Throughout the year, we hosted bi-weekly meetups to support our educators and provide a space for them to discuss their challenges and hopes during a still-difficult time.

In partnership with the [Nizami Ganjavi International Center](#), we hosted six former world leaders: Tzipi Livni, Israel; President Ameenah Gurib-Fakim, Mauritius; President Boris Tadić, Serbia; President Rosen Plevneliev, Bulgaria; President Kolinda Grabar-Kitarović, Croatia. Each session was facilitated by a member of the STTP Youth Advisory Board. Two other series were organized to support both educators and students. In partnership with [Impact Justice](#), we hosted a three-part series focused on restorative justice practices both in community and the classroom. The Youth Advisory Board conceived and facilitated a five-part series, the [Good Trouble program](#), that introduced students to activists in the field and then assisted those students in drafting their own campaign.

We hosted three subject matter virtual workshops: English Language Arts, Science, and Social Science, all facilitated by lead educators.

We launched our whole-school approach with [Bangor, ME schools](#), engaging in strategic planning with their implementation team and facilitating three workshops to open their school year: One session on incorporating human rights into advisory and two sessions on grade-specific HRE/SEL integration. Additionally, with our partners at [NGIC](#), we secured the keynote speaker, former President Ameenah Gurib-Fakim of Mauritius.

HUMAN RIGHTS EDUCATION

CONTINUED

2021 STTP SHOWCASE AND TRIBECA

Our arts programming incorporated both a virtual and in-person celebration of our students' work. The Tribeca Festival was again in-person, and the video contest winners were recognized at the beginning of the festival. In addition to recognizing the winners, a group of students were provided the opportunity to shadow the event production team, learning the ins and outs of event production from professionals.

Our virtual Showcase provided an opportunity to celebrate our music contest winners and highlight our Youth Advisory Board members.

With our affiliates and global partners, **STTP Sarajevo** continued to increase educator capacity through two virtual trainings and an in-person training, cultivating lead educators and the human rights whole-school approach. The student-facing work focused on using the arts to enhance learning and engage in activism. **RFK Human Rights Greece** relaunched their STTP book with the inclusion of the Nelson Mandela lesson. Program Director Karen Robinson and Lead Educator Catherine Hammons both presented strategies for using this and other lessons in the classroom.

FUNDRAISING

Through Discovery Education, an in-kind contribution of \$450,000 partnership allowed RFKHR STTP content to be part of an SEL Coalition site sponsored by Allstate Foundation. To date, it has reached 2,500 school districts, 8,000 schools, 30,000 educators, and 1.7 million students. The SEL Coalition Center site ranked #7 out of 650+ channels, giving STTP great SEL exposure, as the only HRE/SEL content on the channel.

THOUGHT LEADERSHIP

Partnering with Dodd Human Rights Impact and two education thought leaders, Dr. Joanne Marien and Richard Iannuzzi, RFK Human Rights wrote a human rights education paper focusing on centering HRE within the U.S. education ecosystem.

Our goal: Incorporate HRE throughout the school ecosystem. Promote HRE as a means of informed action toward advancing peace, freedom, social justice, and the dignity and worth of all people. Reposition HRE as a centerpiece that connects to the student-centered and democracy-focused goals of civics education, culturally responsive-sustaining education, and SEL.

YOUNG LEADERS

The Young Leaders team focused on rebuilding our network of college chapters to pre-pandemic strengths while cultivating key partnerships to ensure program sustainability and success. We expanded our chapter network, created a partnership with the largest urban university system in the United States, and secured our first grant.

YOUNG LEADERS

PROGRAM SUMMARY

EXPANDING THE YOUNG LEADERS NETWORK

Heading into the 2021-22 academic year, Young Leaders was operating on 15 college campuses across 10 different states, increasing our network of chapters despite recruitment challenges presented by the pandemic. The newest additions to the YL network include:

- The University of California at Merced —Merced, Calif.
- The University of North Carolina at Chapel Hill—Chapel Hill, N.C.
- The University of Arkansas at Pine Bluff (HBCU)—Pine Bluff, Ark.
- Metropolitan State University of Denver —Denver, Colo.
- Kingsborough Community College —Brooklyn, N.Y.

RFK YOUNG LEADERS + CUNY

Over the summer of 2021, Young Leaders formalized a partnership between RFKHR and the City University of New York (CUNY) in which the YL team agreed to accept an intern from the CUNY LGBTQI Student Leadership Program each year. CUNY is the public university system of New York City and the largest university system in the United States, comprising 25 campuses: 11 senior colleges, seven community colleges, one undergraduate honors college, and seven postgraduate institutions.

FUNDRAISING

Young Leaders successfully secured a \$20,000 grant from the Maximus Foundation that will be used, in part, to fund our 2022 Young Leaders Summit.

RETURNING TO CAMPUS IN A PANDEMIC

Despite our initial hopes for a near-normal return to student life on campus this fall, the rise of the Delta variant and vaccine hesitancy created an environment of uncertainty in academia. Many universities that chose to welcome students back to campus for in-person learning implemented strict COVID-related policies. Some of these policies include banning events with more than a dozen people, preventing anyone who is not a registered student, faculty, or staff member with a record of vaccination from visiting campus, and some schools even opted to suspend on-campus student activities altogether.

Despite the challenges, the YL team onboarded 14 campus ambassadors (five new, nine returning) and added five new college chapters to our overall network. Notwithstanding COVID-related obstacles and university policies, our chapters took action on such issues as sentencing reform, voting rights, climate change, and homelessness. In-person activities included NYU students partnering with Food Not Bombs to host a monthly prepared food drive; Howard students organizing protests to demand improved student housing conditions; and UPenn students advocating for the passage of a Philadelphia statute requiring a public hearing on proposed police department contracts.

COMPASS INVESTORS

The RFK Compass Investors program expanded significantly in 2021. From leading two high-profile investor campaigns with partners and co-authoring a white paper on “S” in ESG to hosting virtual roundtables and summits with hundreds of investment decision-makers, the small but mighty team has further established the program’s brand and thought leadership as an important go-to for advancing social justice issues in the industry.

COMPASS INVESTORS

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

RFK Compass Investors co-led the launch of a multi-year investor advocacy campaign with partners [One Fair Wage](#), New York Common Retirement Fund, and the [Interfaith Center for Corporate Responsibility](#) calling for the end of the subminimum wage and increasing the federal minimum wage to \$15 an hour. Throughout the year, we focused our efforts on shareholder actions during earnings calls and annual general meetings of the big restaurant chains, including Denny's and Darden, the largest restaurant chain in the U.S. Working with New York State Comptroller Tom DiNapoli and his team, we filed several letters to the boards of these companies, resulting in two bilateral discussions about worker audits. Our efforts at the board level also led to a [bombshell Newsweek article](#) that exposed the hypocrisy of Denny's reports to shareholders relative to its public support of the anti-worker National Restaurant Association. We're simultaneously supporting state legislation in New York, Maine, Massachusetts, and the District of Columbia calling for a \$15 minimum for all workers.

In alignment with our strategic priorities and organization-wide racial justice goals, we formalized a coalition to drive investors toward community-based investment solutions as an alternative to the incarceration models of our justice system. In a major win of our Investors' Circle Coalition, led by Alabama Appleseed, Southern Poverty Law Center, Justice Capital, and RFK Human Rights, our coalition leaned on investors to successfully block Barclays and Keybank from financing a \$735 million bond that would allow the State of Alabama to construct multiple new prisons instead of allocating resources to needed social services. We co-authored an op-ed on CNN's website calling for the Biden administration to block Governor Kay Ivey from using COVID-relief money to build the prisons after the bond deal fell apart, and we continue to host offline discussions with representatives from the U.S. Department of the Treasury, including providing a detailed set of proposed amendments to the Interim Rule on Coronavirus State and Local Fiscal Recovery Funds RIN 1505-AC77.

Closing out our stellar programmatic year, RFK Compass Investors co-signed eight investor resolutions and advocacy statements and letters that focused on racial equity, economic justice, data disclosure for the "S" in ESG, and voting rights. These efforts yielded more than 600 signatures and covered over \$15 trillion of assets under management.

PARTNERSHIPS AND KEY RELATIONSHIPS

We deepened our relationships with [key partners](#) in 2021, which helped us advance our program work and thought leadership. The results have been tremendous for a program that, prior to 2020, had limited exposure to some of our key audiences and the general public.

This past spring, as co-founders of the ["S" in ESG working group](#), with Thomson Reuters Foundation, UN PRI, and Refinitiv, we published a white paper, [Amplifying the "S" in ESG: Investor Myth Buster](#), to help further the momentum for both improving an understanding of the "S" issues and wider adoption of social criteria in investment strategies. To that end, we leveraged our connection to SEC Chairman Gary Gensler by co-signing a letter with the New York University Center for Business and Human Rights outlining the urgent need for the SEC to broaden its focus on human capital to include outsourced labor as it deliberates a set of human capital mandates.

RFK Compass Investors joined forces with local partners in Texas to [testify against Governor Abbott's HB 2](#), a set of legislation restricting pretrial release from jail and limiting the ability of charitable bail funds to provide money to people, many of whom are poor and people of color. Though the bill was eventually passed, our efforts were noted as significant to some of the amendments that made its way into the final rule.

THOUGHT LEADERSHIP

Although we had some losses, as noted above, RFK Compass Investors were active all year, producing 11 original content and guidance pieces featured in nationwide and industry outlets such [CNN](#), [Wall Street Journal](#), [Pension & Investments](#), and [Newsweek](#). These pieces highlighted the belief that society—people, communities, and structures—must be considered an important foundation of a fiduciary's responsibility and long-term investing approach, and not profits only.

COMPASS INVESTORS

CONTINUED

We also found ways to highlight our partners and investors more prominently in our quarterly newsletters and in a newly launched Q&A spotlight series.

EVENTS

RFK Compass Investors hosted several events this year that brought together roughly 700 investors. While they were not the revenue drivers they typically are, these gatherings — via our RFK Compass Live platform — allowed us to deepen relationships with asset owners and allocators in the network.

A few highlights from our events include:

- A [frank conversation](#) on the anniversary of the George Floyd murder to discuss the progress made by the investment and finance communities to address the inequities in our economic system, with Stephanie Cohn Rupp, Partner & CEO, Veris Wealth Partners; Olivia Knight, Racial Justice Initiative, Manager, As You Sow; John Oxtoby, Senior Vice President, Director of ESG Investing, Ariel Investments; Mansco Perry III, Executive Director and Chief Investment Officer, Minnesota State Board of Investment; and Christine Shaw, Assistant Treasurer for Corporate Governance & Sustainable Investment, Connecticut Retirement Plans and Trust Funds.
- A spring two-day virtual summit of conversations and networking that brought together 42 speakers, including Yamiche Alcindor, White House correspondent, PBS NewsHour; Afsaneh Mashayekhi Beschloss, Founder and CEO, RockCreek; Michael Frerichs, Treasurer, State of Illinois; José E. Feliciano, Co-Founder and Managing Partner, Clearlake Capital, and Board Co-Chair, RFK Human Rights; Jonathan Grabel, CIO, LACERA; Geraldine Leegwater, Chief Investment Management, PGM; Ursula Burns, Senior Adviser, Teneo, and retired Chairman and CEO, VEON and Xerox Corporation.
- The end-of-year, two-day roundtable series that engaged 55 LPs and 21 GPs around trending market issues, including the enormous growth in the private equity market, the trend in GP-led continuation funds, and the obstacles and opportunities

present for diverse fund managers, especially those raising their first and second funds.

- “This group (of investors) is a different level of thoughtfulness and trust, and that is a true testament to what the RFK brand and reputation evoke.” — Aris Hatch, Managing Director, GCM Grosvenor
- “A great day and a half.... In particular, I thought (the conversation on DEI) was most powerful.” —Jonathan Grabel, CIO, LACERA

FUNDRAISING

Like the rest of the industry, it was difficult for RFK Compass Investors to gather in person this year. As a result, the revenue we generated was considerably less than in pre-COVID years but more than 2020. Through our fall roundtable series, we were able to raise \$225,000 via a small group of new GP sponsors.

We also laid the foundation for a handful of grant-specific funding opportunities around our Investor and DEI Thematic Pillar this fall that has netted \$40,000 but that will see more traction in Q1 of 2022.

HIGHLIGHTS:

- Co-leading the launch of a multiyear investor advocacy campaign with partners One Fair Wage, New York Common Retirement Fund, and the Interfaith Center for Corporate Responsibility calling for the end of the subminimum wage.
- Successfully blocking Barclays and Keybank from financing a \$735 million bond that would have allowed the state of Alabama to construct multiple new prisons by leaning on investors alongside our Investors' Circle Coalition: Alabama Appleseed, Southern Poverty Law Center, Justice Capital, and RFK Human Rights.
- Co-signing eight investor resolutions and advocacy statements and letters focusing on racial equity, economic justice, data disclosure for the “S” in ESG, and voting rights.
- Producing 11 original content and guidance pieces featured in national and industry outlets such CNN, Wall Street Journal, Pensions & Investments, and Newsweek.
- Hosting events this year that brought together close to 700 investors.

WORKPLACE DIGNITY

Our primary focus in 2021 was establishing the anchor for our workplace dignity voice as a new program. Core to this is our new website, which in 2021 required us to develop, author, and finalize deep, extensively sourced RKFHR-specific content that also kept current with rapidly changing workplace realities. In the lead-up to and following the Q4 2021 program launch, this also involved producing a new program video, expanding key relationships and thought leadership, deepening our social media content, and hand-to-hand launch outreach with our networks – each a crucial predicate for go-forward engagement, and fundraising, in the crowded workplace-focused space.

WORKPLACE DIGNITY

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

Launch: In October 2021, we officially launched the Workplace Dignity program, companion website, and program video narrated by Leadership Council Member Alfie Woodard.

The website is the heart of the first program phase; rather than merely describing our work, the multisection website dives deeply into what workplace dignity means and why it matters, specific ways leaders can drive change day-to-day, and actions that organizations can take to drive change more structurally including recruiting, communications, promotions, comp and benefits, and data.

PARTNERSHIPS AND KEY RELATIONSHIPS

We expanded our network reach with other workplace dignity thinkers. A highlight came in Q3 when our program SVP joined over a dozen workplace experts for sessions on a range of topics and exposure to a less familiar work setting – manufacturing in a remote part of Wisconsin – through a tour of the **Barry Wehmiller** operations and leadership center.

We also deepened and reinforced key relationships, including with *Leading with Dignity* author Donna Hicks; global psychological safety expert Amy Edmondson at HBS, the Dean of Harvard Medical School and others in the Harvard/HBS system; our content partners The ReadySet and Dax-Devlon Ross (bringing diversity to our thinking); and a range of existing and new relationships through individualized post-launch outreach (U.S. and international).

We used high-visibility conferences to introduce our program, foster new relationships, and expand our own base of knowledge (for example, at Harvard and HBS, through organizations like Paradigm and JUST Capital, and grassroots efforts, such as BLCK VC).

THOUGHT LEADERSHIP

Social Media: We prioritized our new workplace dignity voice on all RFKHR social media channels. We delivered substantive, actionable messaging focusing on topical workplace issues, such as COVID-19 and remote or hybrid work; recognition moments, including Labor Day, Hispanic/Latinx Heritage Month, etc.; promoting racial justice in the workplace; and economic dignity. A rubric added structure to our social media footprint, focusing on understanding and education, specific recommended actions, policy and legislation, connections back to our own content, dignity champions, and workplace ties to recognition months/days.

Video: Recognizing the unique traction of video-based content, we scripted and delivered several rapid response videos that were promoted on our website, in newsletters, and on social media channels. These responded to of-the-moment issues — from the intersection of voting rights and workplace dignity to Labor Day reflections and the “Great Resignation” and beyond. We followed a similar textual response approach on LinkedIn and Twitter.

Speaking and Consulting: As part of outreach strategy, our Program SVP spoke on a number of panels, including a global strategy firm, a Big Law firm, the Academy of Management, and Compass.

We also expanded consulting support, including with C-suite and other executive leaders, covering a range of workplace issues from diversity, equity and inclusion to employee expectations on matters of social justice to leadership positioning for new leaders to how data is used to drive workplace change – and more.

Longer-Form Content and Interviews: We published an essay by Kerry Kennedy about our new program and website as well as a co-authored piece with Compass reflecting on the anniversary of George Floyd’s murder. Our program SVP was interviewed at length in an *International Bar Journal* piece on voting rights, and we introduced our program to other outlets. Earned media that were not picked up were repurposed on our social media channels.

AFFILIATES

While 2021 was challenging in many respects for the affiliates, mostly due to the exceptional amount of coordination that was required for any gathering or event, there was a lot of positive progress.

AFFILIATES

PROGRAM SUMMARY

RFKHR Greece received the long-sought recognition of our STTP program by the Ministry of Education and approval to incorporate the program into the Greek school system. RFKHR U.K. continued its measured expansion of the education program into schools, adapting to an online model when necessary due to the pandemic, and hosted one of the earliest and largest public UK events since the start of COVID in partnership with the Manchester City Government. As the newest affiliate launching just months before the shutdown, RFKHR Spain continued to be limited in its ability to expand their presence in schools; they did, however, work on strengthening their network of supporters through direct outreach and produced a version of our play. RFKHR Italy continued to work closely with Catholic University on immigration issues and with the Red Cross to continue to provide humanitarian aid to those in need. As a whole, the group continues to strategize about how to create synergy among the affiliates and grow exponentially as a more unified body.

Our U.K. affiliate spent most of the year planning and putting on their first human rights festival. This five-day event opened September 15 with a Business and Investment Summit and included a Schools Day, with participation by local students. It was truly inspirational. Thirty international poets contributed to a Poetic Declaration of Human Rights; we hope to have our educational programs across the affiliate network incorporate that going forward.

RFKHR U.K. also welcomed a new executive director, Nichola Watson, who officially took over for Dennis Marcus immediately following the festival. She brings years of nonprofit experience as well as an abundance of energy and new ideas to her role; the U.K. affiliate is very happy to have her.

RFKHR Spain put on the play *Voices in the Dark* at the end of September and received a lot of positive publicity.

RFKHR Italy and RFKHR Switzerland held their galas in November, and both were very successful. The Italian gala was November 19 at IBM Studios in Milan, and 200 people observed COVID protocols to gather in support of our cause. The Swiss gala was November 20, with 160 people coming together at the Chipperfield Building of the Zürcher Kunsthaus, a new museum annex in the heart of Zurich. It was the first event held in that space.

AWARDS

BOOK AWARD LAUREATE

Unworthy Republic: The Dispossession of Native Americans and the Road to Indian Territory
Claudio Saunt

JOURNALISM AWARDS LAUREATES

High School Print And New Voices For Justice Award

[Bigoted Badges: How Hate and Violence are Embedded in Kentucky Law Enforcement Training](#)
duPont Manual High School's Manual RedEye
Satchel Walton, Cooper Walton, and Payton Carns

High School Broadcast

[The Pandemic Program](#)

Prosper High School's Eagle Nation News
Grant Johnson, Kacey Boston, Cristina Folsom, and Maggie Hale

College Journalism

[Kids Imprisoned](#)

Carnegie-Knight News21, Walter Cronkite School of Journalism and Mass Communication
News21 Staff

Domestic Print And Grand Prize

The Confederate Reckoning
USA TODAY Network in the South
Michael Anastasi and Mark Russell

International Print

[Fruits of Labor](#)

Associated Press
Margie Mason and Robin McDowell

Domestic Photography

[We Keep Us Safe](#)

VII Photo Agency
André Chung

International Photography

[War Forces Thousands of Ethiopians Into Sudan](#)

Associated Press
Nariman El-Mofty

Radio

[Canary: The Washington Post Investigates](#)

Washington Post
Amy Brittain, Reena Flores, and Bishop Sand

New Media

[Gag Order: How Marine Corps Culture Silenced a Victim of Sexual Assault](#)

The War Horse
Thomas Brennan, Kelly Kennedy, and Ben Kalin

Cartoon

[In/Vulnerable: Inequity in the Time of Pandemic](#)

Reveal from The Center for Investigative Reporting
Reveal News Team

Domestic Television

[16 and Recovering](#)

MTV News
Steve Liss, Ben Hurvitz, Lily Neumeyer, and the team at MTV News

International Television And Seigenthaler Prize

[Welcome to Chechnya](#)

HBO
David France

Criminal Justice Reform Prize

[Dying Inside](#)

Reuters
Peter Eisler, Jason Szep, Linda So, Grant Smith, Ned Parker, and the rest of the Reuters team

HUMAN RIGHTS AWARD LAUREATE

Guerline Jozef, Executive Director and Co-founder of the Haitian Bridge Alliance

RIPPLE OF HOPE AWARD LAUREATES

Stacey Abrams, Political leader, entrepreneur, and author
José E. Feliciano, Co-Founder and Managing Partner of Clearlake Capital Group
Amanda Gorman, Poet
Deven Parekh, Managing Director, Insight Partners
Hans Vestberg, Chairman and Chief Executive Officer, Verizon

OUR COMMUNITY

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Gina Raimondo, Secretary of Commerce, United States of America
Jeffrey D. Sachs, Director of the UN Sustainable Development Solutions Network
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Anne Simpson, CalPERS
Archbishop Desmond M. Tutu
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Ouided Bouchamaoui, Tunisia
Shirin Ebadi, Iran
Mohamed El Baradei, International Atomic Energy Agency
Leymah Gbowee, Liberia
Tawakkol Karman, Yemen
Jose Ramos-Horta, East Timor
Kailash Satyarthi, India
David Trimble, Northern Ireland
Rigoberta Menchú Tum, Guatemala
Lech Walesa, Poland
Muhammad Yunus, Bangladesh*

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Bono
Bruce Broussard, Humana
Hillary Rodham Clinton, Former Secretary
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George Clooney
Tim Cook, Apple
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Robert De Niro
Dr. Anthony Fauci, National Institute of Allergy
and Infectious Disease
José E. Feliciano
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Dolores Huerta
Wyclef Jean
Colin Kaepernick
Niclas Kjellström-Matseke, 17 Asset Management
Dennis Mathisen, K2 Capital
Scott Miner, Guggenheim Partners
Phil Murphy, Governor, State of New Jersey
Barack Obama, 44th President, United States
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Deven Parekh, Insight
Nancy Pelosi, Speaker of the House,
United States
of America
Dan Schulman, PayPal
Howard Schultz, Starbucks
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Dan Springer, DocuSign
Taylor Swift
Hamdi Ulukaya, Chobani
Hans Vestberg, Verizon

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Glen Tullman*
Vardis and Marianna Vardinoyannis*
George Vradenburg

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Edward and Charity Dong, International Leadership
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Richard Dong and Eric Dong
James Harden, Impact 13 Foundation
The Heidegger Family
Elisa Key
Sheri Layton
Liz and Eric Lefkowsky
Ginger Lew
Howard L. Nations, The Nations Law Firm
Dan Olofsson
Howard Rubin, Rubin Systems Inc./ Rubin
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James and Monica Shay
Sean and Heather Ward
Susan N. Wilson

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Mark DeVincentis, Crescent Capital Group
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Jonah Goodhart
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Jason Hanold and Neela Seenandan, Hanold
Associates Executive Search
Andrew and Shannon Hayden

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Karen Kenyatta Russell
Lily Safra, The Edmond J. Safra
Philanthropic Foundation
Craig Samitt
Karen D. Seitz, Fusion Partners
Jean Shafiroff
Dewey Shay
Monica and James Shay
Elizabeth Smith
Richard and Alexis Sternhell
Kathleen Kennedy Townsend
Adolfo Vannucci
Vishal Verma and Family
David Weinraub, Brown & Weinraub

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Jane Alexander
Alec and Hilaria Baldwin
Javier Bardem
Natasha Bedingfield
Aloe Blacc
Melinna Bobadilla
Michael Bolton
Lorraine Bracco
David Costabile and Eliza Baldi
Brian d'Arcy James
Tim Daly
Rocky Dawuni
Kathryn Erbe
Giancarlo Esposito
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Peter Frampton
Peter Gallagher
Darrell Green
Melanie Griffith
Jazmin Grace Grimaldi
Charles Grodin
Dennis Haysbert
Cheryl Hines
Tony Hollingsworth
Samuel L. Jackson

Bianca Jagger
Scarlett Johansson
Quincy Jones
Catherine Keener
Keegan-Michael and Elle Key
Richard Kind
Joel Kinnaman
Chad Lowe
Julianna Margulies
Matt McCoy
Kate Mulgrew
Graham Nash
Ken Olin
Mandy Patinkin
Jennifer Prescott
Vanessa Redgrave
Gloria Reuben
Susan Sarandon
Paul Sorvino
Max Starks IV
Stanley Tucci
Chris Tucker
Sam Waterston
Forest Whitaker
Debra Winger
Scott Wolf
Alfre Woodard

** indicates Ripple of Hope Laureates*

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Kerry Kennedy, President
Michael Schreiber, Chief Operating Officer
Lynn Delaney, Executive Director
Diane Labadie, DC Office Manager
Nelson Lewis, Executive Assistant to the President
Brendan Nguyen, Associate Director, Operations
Babette Perez, Human Resources Manager
Dawn Ross, VP of International Operations
Lauren Thomas, Technical Projects Manager
Brigette Vannall Wallace, Accountant
Ricarda Velez, NY Office Manager

DEVELOPMENT

Nina Alessi, Development Associate
Mónica Duran, Development Manager
Suzanne Lutz, Director, Development Operations
Nisa Patel, Manager of Stakeholder Engagement

COMMUNICATIONS

Minhee Cho, Media Relations Manager
Michelle Fan, Digital Marketing Fellow
Lisa Francois, Digital Marketing Fellow
Elizabeth Gildersleeve, Communications Director
Brenna Holland, Digital Communications Manager
Kerry Kasper, Senior Writer
Remy Linback, Project & Graphics Manager

CAMPAIGNS AND MOBILIZATION

Eli Dreyfus, Creative Manager of Mobilization
Sierra Ewert, Program Director

ADVOCACY AND LITIGATION

Angelita Baeyens, VP of Int'l Advocacy & Litigation
Belén Bonilla, Program Associate
Sarah Decker, Staff Attorney
Jessica Doumit, Legal Fellow
Ugo Ezeh, Program Associate
Rachel Finn, Pinto Fellow
Janina Heller, Wilson Fellow
Tess Kilbane Myers, Legal Fellow
Rachel Margolis, Legal Fellow
Wade McMullen Jr., SVP of Programs and Legal Strategy

Kacey Mordecai, Senior Staff Attorney
Isabel Roby, Staff Attorney
Moonica Smith, Policy Attorney
Kristi Ueda, Legal Fellow
Ikechukwu Uzoma, Staff Attorney

ENGAGING THE INVESTMENT COMMUNITY

Sancia Dalley, SVP of Strategic Partnerships and Investor Engagement
Lesley Li, Compass Fellow
Fanta NGom, Sr. Program Manager
Oraine O'Riggio, Program Associate

HUMAN RIGHTS EDUCATION

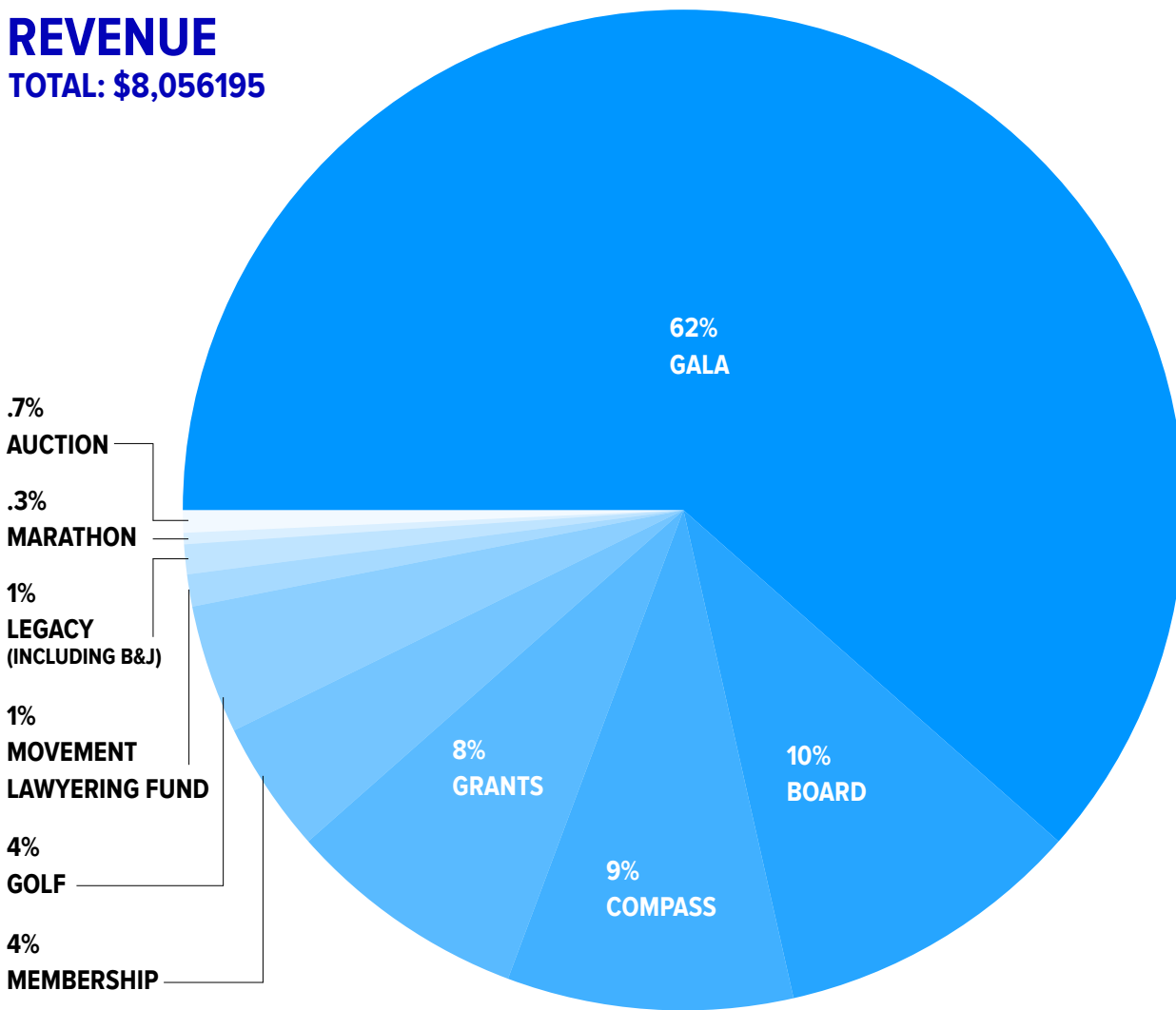
Adnan Karim, Managing Director, Human Rights Education
Jenny Girardi, Arts Program Manager
Laura Osterndorf, Training Manager
Karen Robinson-Cloete, Program Director
Kristopher Sharp, Program Manager

WORKPLACE DIGNITY

Uzma Chowdhury, Program Manager
Jeffrey Siminoff, SVP of Workplace Dignity
Niccolò Martelli, Fellow

REVENUE

TOTAL: \$8,056,195



GALA \$5,042,363

BOARD \$815,553

COMPASS \$756,651

GRANTS \$638,000

MEMBERSHIP \$349,031

GOLF \$341,540

MOVEMENT LAWYERING FUND \$85,000

LEGACY (INCLUDING B&J) \$78,926

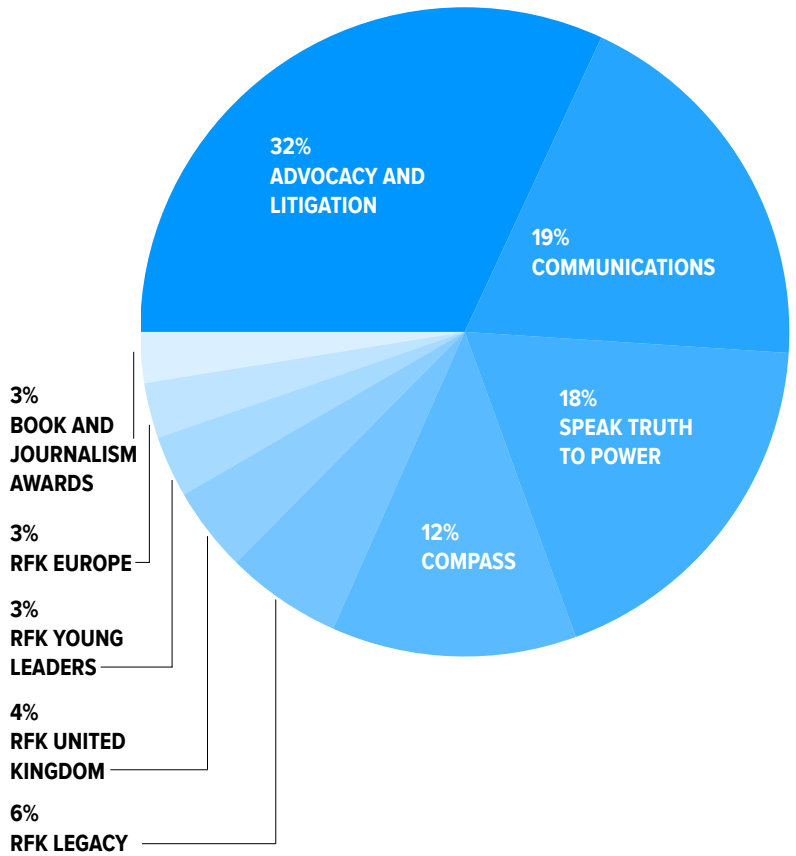
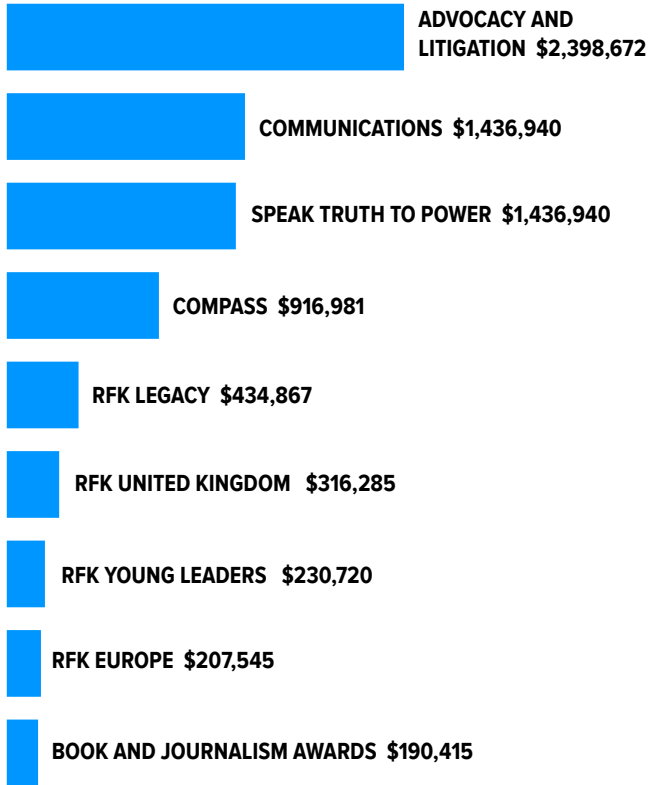
MARATHON \$30,054

AUCTION \$59,483

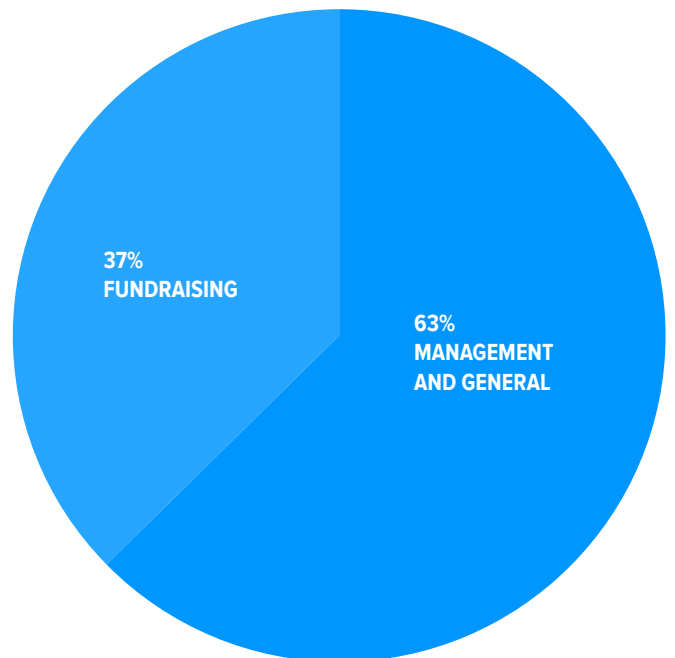
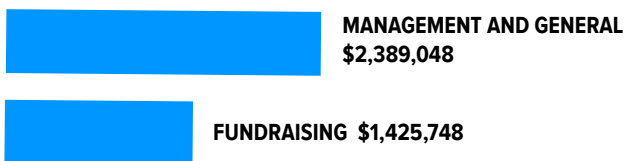
EXPENSES

TOTAL: \$11,330,499

TOTAL PROGRAM SERVICES: \$7,515,703



TOTAL SUPPORT SERVICES: \$3,814,796



NET ASSETS

TOTAL: \$57,506,680

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HUMAN
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