

EXPOSE INJUSTICE.

TEACH CHANGE.



RIGHT WRONG.

ANNUAL REPORT 2022.

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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 such as these and hold governments accountable.

U.S. ADVOCACY & LITIGATION

The U.S. criminal and immigration systems together incarcerate more people per capita than any country in the world. Mass incarceration in the U.S. punishes the poor and powerless under the guise of public safety, but it fails to address underlying inequities that lead to conflict in a multicultural country. At Robert F. Kennedy Human Rights, we work with frontline advocates to reduce the scale, scope, and power of mass incarceration in order to make space for a more vibrant and inclusive society.

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.

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.

JOHN LEWIS 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.

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.

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

Throughout the year, the International Advocacy & Litigation team enhanced relationships with our global partners and achieved positive outcomes in several pending cases. We organized and facilitated intra- and inter-regional discussions and capacity-building events in private and public fora; filed new cases before UN and regional human rights mechanisms; advanced ongoing cases from Guatemala to Egypt; and brought attention to human rights violations occurring in Brazil, Western Sahara, and beyond.

INTERNATIONAL ADVOCACY & LITIGATION

PROGRAM SUMMARY

LATIN AMERICA & THE CARIBBEAN

In March, we joined our 1990 Human Rights Award (HRA) Laureate Amílcar Méndez to visit the families of four human rights defenders disappeared by the Guatemalan Army during the internal armed conflict, and whose case we represent before the Inter-American Human Rights System. During this visit, we also met with human rights defenders, prosecutors, and judges who are being persecuted for their courageous work to combat corruption and impunity.

From May 6 to 10, a delegation led by Kerry Kennedy visited Honduras to follow up on the implementation of the landmark decision in the Vicky Hernández case that we litigated and won at the Inter-American Court. We attended the Honduran government's [Public Act of Recognition event](#) taking responsibility for the murder of Vicky Hernández. The visit included a meeting with the President of Honduras, Xiomara Castro, UN officials, local members of the LGBTQ community, and other key stakeholders.

In June, we released our second joint report with Venezuelan NGO [Foro Penal](#) on the systematic use of torture and enforced disappearance in Venezuela. After the report's release, we facilitated an interactive discussion between lawyers in Mexico and Venezuela on the use of torture; hosted a high-level training for Foro Penal's lawyers on use of the [Istanbul Protocol](#) in the litigation of torture cases; and broadcasted a live discussion with our Latin America Staff Attorney Isabel Roby and Foro Penal President [Alfredo Romero](#) (2017 HRA Laureate) to commemorate the International Day for the Victims of Enforced Disappearance on August 30.

In October, in collaboration with several Indigenous leaders and partners from Brazil and abroad, we gave a presentation on the human rights issues facing Indigenous peoples in Brazil at a [public hearing](#) before the Inter-American Commission on Human Rights (IACHR). The hearing focused on the human

rights violations and electoral violence faced by Brazil's Indigenous peoples and how their situation could worsen due to pending legislation.

On the litigation front, key developments have taken place in several cases before the Commission. In July, the IACHR approved a settlement between our clients, the victims in the [Jimenez Mota case](#), and the [Government of Mexico](#). We also filed two new cases before the IACHR: the case of Brazilian journalist Paulo Cezar Prado, which highlights the impact of undue interference and judicialization on freedom of expression; and the case of former Constitutional Court Justice Gloria Porras, which is emblematic of the systematic persecution against independent judges, prosecutors, and lawyers in Guatemala who have played a role in combating corruption and impunity in the country.

AFRICA

We obtained two favorable decisions from the UNWGDAD concerning our work in Africa. In February, the Working Group [responded](#) to our petition, filed with our partner [Association for Freedom of Thought and Expression](#), on behalf of our client, Egyptian student Ahmed Samir Santawy. The response determined that he was indeed being arbitrarily detained and called for his immediate release. Following the decision, in July, we welcomed the [release](#) of Santawy after 544 days of arbitrary detention.

In March, the Working Group [confirmed](#) internationally renowned humanitarian hero Paul Rusesabagina was abducted and was being arbitrarily detained by the Rwandan government. In April, in collaboration with Rusesabagina's family, we hosted a [virtual panel discussion](#) advocating for his immediate release. Partially thanks to our advocacy efforts, he was ultimately [released](#) by Rwandan authorities in March 2023.

In August, we published a joint alternative [report](#) for the Universal Periodic Review (UPR) by the UN Human Rights Council detailing the human rights violations by Morocco in Western Sahara. This was supported by the launch of a social media campaign highlighting the findings of the report in advance of Morocco's UPR review in November.

INTERNATIONAL ADVOCACY & LITIGATION

CONTINUED

Additionally, we [filed a case](#) before the UN Human Rights Committee on behalf of Ugandan author Kakwenza Rukirabashaija, asserting that his right to freedom of expression was violated when State security forces arbitrarily arrested, detained, and tortured him as punishment for his writings criticizing the Ugandan president and officials.

We continued our work as thought leaders in the African civic space sphere. In July, following a positive decision from the Economic Community of West African States (ECOWAS) Court on the case of Nigeria's Twitter ban (a case for which we submitted amicus curiae), we hosted a [TwitterSpaces event](#) and published an [analytical piece](#) discussing the implications of the decision on freedom of expression in Nigeria and around the world. In September, as part of the Forum for Internet Freedom in Africa's annual conference, we hosted a [panel discussion](#) on the future of strategic litigation for the protection of digital rights. Furthermore, in October, Africa Staff Attorney Ikechukwu Uzoma attended the African Commission on Human and Peoples' Rights (ACHPR) sessions in The Gambia where he participated in key discussions and events, fostering opportunities for deeper engagement in the region.

ASIA

In July, we submitted a brief on the human rights situation in Bangladesh to the Office of the UN High Commissioner for Human Rights in advance of its visit to the country. We also continue to provide regular updates to the U.S. officials on reprisals human rights defenders face in Bangladesh, in particular after the imposition of targeted sanctions against high-level security officers involved in serious human rights abuses. Additionally, the team supported [a petition](#) to the UN Working Group on Arbitrary Detention (UNWGAD) on behalf of Cambodian-American human rights leader – and

RFK partner – Theary Seng, who remains in prison following a wrongful conviction in retaliation for her activism in Cambodia.

HUMAN RIGHTS AWARD

On June 7, we hosted the [2022 Human Rights Award Ceremony](#) in the Kennedy Caucus Room at the U.S. Senate Office. The 2022 Laureates, [Maximilienne C. Ngo Mbe](#) and [Felix Agbor Nkongho \(Balla\)](#), are Cameroonian human rights defenders who advocate for civic space and democracy in Cameroon and throughout Central Africa. In addition to the ceremony, we facilitated bilateral advocacy meetings with key U.S. officials and held other side human rights events.

DOMESTIC ADVOCACY & LITIGATION

In 2022, the U.S. Advocacy and Litigation team partnered with grassroots organizations to reduce the size, scope, and power of mass incarceration in the United States by exposing human rights abuses by police and prison officials. We inaugurated our federal court practice, filing lawsuits to dismantle policies that inflict government abuse on the most vulnerable, and drove national attention to grassroots movements fighting for immigration and criminal legal reform efforts.

DOMESTIC ADVOCACY & LITIGATION

PROGRAM SUMMARY

HIGHLIGHTS

- We protected 40,000 Black immigrants by securing Temporary Protected Status (TPS) for Cameroonians in the U.S.
- We exposed human rights abuses against Haitian asylum seekers at the border in [a comprehensive report](#) used as evidence in federal lawsuits.
- We mobilized hundreds to take action to end Title 42, an immigration policy that banned asylum requests at the U.S. border.
- We led community calls to end prosecution of children as adults in Tennessee.
- We sued the Department of Homeland Security for documents it is illegally withholding concerning race-motivated abuse of Black asylum seekers.
- We exposed corrupt prosecutorial practices in Memphis, Tennessee in the run-up to an election that ousted the corrupt former District Attorney.
- We mobilized the United Nations Committee to End Racial Discrimination to advocate against systemic anti-Black racism in the U.S. immigration system in its review of U.S. treaty compliance.
- We created a national network of pro bono lawyers to represent hundreds of Cameroonians in applications for protection from deportation.

ACTIONS AND CAMPAIGNS

Protecting 40,000 Black Immigrants from Deportation

After co-creating the Cameroon Advocacy Network with grassroots leaders in 2021, we co-led a campaign for TPS for 40,000 Cameroonian immigrants in the United States at risk of forcible return to human rights abuses in Cameroon. Escalating armed conflict among government forces, armed separatists, and terrorist groups in Cameroon has created a humanitarian crisis that makes return to Cameroon extraordinarily dangerous.

As part of the campaign for TPS, we catalyzed a Congressional coalition to introduce legislation to

protect Cameroonians from deportation, pressuring the White House to use executive action to extend immediate protection. In April 2022, the Biden administration announced TPS for Cameroon.

Exposing Human Rights Abuses at Del Rio, Texas in the Campaign to End Title 42

Working with the Haitian Bridge Alliance, we co-authored [a comprehensive report](#) detailing human rights abuses perpetrated under Title 42, an illegal Trump-era policy used to forcibly expel migrants without giving them the chance to request asylum. The report describes how the U.S. government trapped Haitian and other Black asylum seekers in a militarized, open-air encampment in Del Rio, Texas in late 2021, documented in infamous photographs of horseback-riding border agents wielding reins like whips as they grabbed at and herded Black asylum seekers. The definitive report of the event also describes how U.S. officials denied hungry and hurt families access to food, water, and medical treatment. The report was the continuation of a campaign to end Title 42 we started in the fall of 2021 alongside performer Wyclef Jean, when we honored Haitian Bridge Alliance founder Guerline Jozef with the 2021 Human Rights Award. The report was later cited in two federal lawsuits seeking accountability for the abuses at Del Rio. Title 42 has since been rescinded.

Organizing in Southern States to End Mass Incarceration

In Louisiana, we helped to launch the Freedom Campaign with the East Baton Rouge Parish Prison Coalition. The group aims to stop the construction of a new local prison and juvenile detention facility and end criminalization of poverty through unfair cash bail practices. We educated community members on using public records to monitor local courts' bail setting practices, successfully resulting in the release of a man who had been illegally held without the opportunity to see a judge. Kerry Kennedy and the team traveled to Memphis, Tennessee, where we met with lawyers and community members to investigate racially disproportionate prosecution practices that punish Black children with adult criminal sentences. After the on-site investigation, Kerry Kennedy [authored an op-ed](#), placed in Tennessee media, that called for a Department of Justice investigation into corrupt prosecutorial practices in Memphis. Voters later ousted the District Attorney whose corruption we exposed.

DOMESTIC ADVOCACY & LITIGATION

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Litigating to Expose Government Abuse of

Immigrants In October, we hired renowned litigator Sarah Gillman as director of Strategic U.S. Litigation—and wasted no time in pursuing accountability in the courts for systemic human rights violations. Gillman achieved national prominence during the Trump presidency as the co-founder of the Rapid Defense Network, where she made creative use of the writ of habeas corpus to stop the detention and deportation of abused and neglected minors eligible for humanitarian immigration status and filed impact litigation during the COVID-19 pandemic to protect the rights to life and health of immigrants detained in dangerous conditions. Now at RFK Human Rights, Gillman spearheads our litigation campaigns to expose government abuse of the most vulnerable immigrant populations. Among the currently active lawsuits she leads at RFK Human Rights are cases that seek accountability for abuse of Black asylum seekers at the southern border in 2021 and denial of life-saving medical care for transgender immigrants in immigration detention.

Catalyzing Criminal Legal Reform in the Deep

South Continuing our long-term commitment to systemic criminal legal reform in the deep South, we partnered with Just City in Memphis, Tennessee, a grassroots organization of former public defenders and activists seeking lasting change to entrenched racial discrimination. In support of Just City's litigation to reform the cash bail system in Memphis and to end poverty-based incarceration, we helped bond out people trapped in pre-trial detention even though a judge had found they were not dangerous, because their bail had been set without consideration of their ability to pay. Just City was subsequently able to negotiate permanent reforms to the Memphis bail system, including new rules that require a judge to consider a defendant's ability to pay when setting a bail amount.

Holding the United States Accountable under International Human Rights Law In August, we joined the Haitian Bridge Alliance and Black Alliance for Just Immigration in Geneva, Switzerland to expose systemic anti-Black racism in the U.S. immigration system. Testifying before the United Nations at its review of U.S. compliance with the International Convention to End All Forms of Racial Discrimination, [we gave firsthand accounts](#) of abuse suffered by Haitian and other Black immigrants at the Del Rio, Texas border, drawing from the comprehensive report we released in early 2022. We demanded justice for all Black immigrants violently turned away at the border under the Title 42 expulsion policy, a Trump-era measure selectively applied against Haitian and other Black immigrants to deny them their rights under international law to seek protection from harm. We asked that the UN demand the U.S. begin tracking racial data in immigration enforcement so the true extent of racial discrimination in the immigration system might be better understood and remedied. In its concluding observations, the UN committee adopted our recommendations, creating a powerful tool for future policy reform movements.

Bringing Legal Expertise to the Most Vulnerable

In Louisiana, we sent a monthly delegation of lawyers to investigate human rights abuses against detained immigrants held in a network of private prisons as they await immigration court hearings. In 2022, we met with 3,000 detained individuals, many of them recently arrived asylum seekers, to provide legal education on their rights under U.S. law and to protect them from ongoing abuses such as denial of medical care and retaliatory solitary confinement. We have filed dozens of administrative claims under the Federal Tort Claims Act for Cameroonian immigrants who were victims of racist, retaliatory treatment after advocating for better conditions in detention.

Outside of our work at detention centers, we also amassed a national network of pro bono attorneys to

DOMESTIC ADVOCACY & LITIGATION

CONTINUED

assist hundreds of Cameroonians at risk of deportation with filing applications for Temporary Protected Status, a humanitarian benefit that provides them with permission to reside in the U.S. for a limited period of time in light of extraordinary danger in their home country.

THOUGHT LEADERSHIP

In the [Washington Post](#), our Vice President of U.S. Advocacy and Litigation Anthony Enriquez wrote of the need to reinvigorate U.S. humanitarian commitments to Black immigrants seeking protection from persecution, ensuring their equal treatment before law with immigrants of other races fleeing conflict and humanitarian disaster.

In the [Commercial Appeal of Memphis](#), Kerry Kennedy published an op-ed exposing how corrupt prosecutorial practices disproportionately target Black Memphians for harsh criminal enforcement and punishment. Drawing from one-on-one interviews she held in early 2022 with unfairly targeted Memphians, she called for a Department of Justice investigation into ongoing racial disparities in the city's criminal legal system. Memphians took note and, in August 2022, elected a reform-minded candidate for District Attorney.

In the [Chicago Daily Herald](#), Vice President of U.S. Advocacy and Litigation Anthony Enriquez and Dale and James J. Pinto Fellow Alexander Rougeau spoke out against the inhumanity and wastefulness of governors spending millions of dollars to bus migrants to distant cities with fraudulent promises of government support. They also noted that the busing strategy contained the seeds of a solution to the complex issue of asylum seeker reception. If a fraction of the money set aside for charter planes to distant locales were instead spent on good faith

efforts to provide legal and case management assistance to recently arrived immigrants, states would facilitate new arrivals' integration, helping them find shelter and resources with family members or other diaspora communities in cities and towns across the country. A similar strategy has since been adopted by New York City, which funds asylum and work permit application assistance for newly arrived migrants.

In the [Los Angeles Daily News](#), RFK Human Rights Legal Fellow Daniel Tse wrote in support of an end to solitary confinement in California prisons and detention centers. Urging the California governor to sign the Mandela Act, a ban on solitary confinement, Tse bravely shared his personal experience of months of isolation and fear in immigration detention upon his arrival to the United States as a Cameroonian asylum seeker.

OUR IMPACT

We provided Know Your Rights presentations and legal intakes to 3,000 individuals isolated in rural immigration detention.

We matched 88 Cameroonian immigrants with pro bono lawyers to file for Temporary Protected Status and filed four dozen administrative complaints for Cameroonians abused in immigration detention.

We filed or joined 10 federal lawsuits seeking accountability for government abuses of powers against transgender people, racial minorities, and people with disabilities.

We led successful community calls to oust a corrupt prosecutor in Memphis, Tennessee in favor of a reform-minded District Attorney.

HUMAN RIGHTS EDUCATION

ENRICHING AND EMPOWERING OUR NEXT GENERATION THROUGH HUMAN RIGHTS EDUCATION

Over the past year, the Human Rights Education (HRE) program focused on building out the Speak Truth to Power (STTP) team with two new staff members to better support and advance the whole school approach. In May, we hosted an HRE affiliate retreat focused on clearly laying out the whole school approach and key program impact goals. In addition to strengthening the resources and structure for the whole school model, we continued to support educators and students with programming and resources. Our partnership with the Nizami Ganjavi International Center and our speaker series largely focused on Ukraine, providing our members with a unique and very personal understanding of the invasion and ensuing war.

HUMAN RIGHTS EDUCATION

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

Affiliate Retreat

The STTP team organized a three-day affiliate HRE retreat in Sarajevo with a primary objective of aligning the whole school approach and the program's impact goals. Hosted locally by our partners in Bosnia, representatives from the UK, Italy, Switzerland, Greece, Spain, and the U.S. attended the retreat. Over the course of three days, participants learned more about the whole school approach and framework, had an in-depth review of HRE principles, reviewed the relationship between HRE and social-emotional learning, and discussed ideas and strategies for cross-affiliate collaborations and fundraising.

Video Contest

A cornerstone of the program, the annual STTP Video Contest at Tribeca Film Festival provides students with the opportunity to address issues they are passionate about through an accessible, powerful medium. The contest is used as part of project-based learning in some classes and involves thousands of student entries each year.

Youth Advisory Board

The Youth Advisory Board (YAB) held its first retreat with the goal of refining its role in supporting youth-facing programming offered by STTP. In addition to their advisory role, YAB members served as moderators for our speaker series and hosted "RFK the Vote," a series of virtual workshops geared toward mobilizing young people to vote.

Speaker Series

Our monthly speaker series continues to bring world leaders and human rights defenders directly into the classroom and puts students in real-time conversation with them, helping to advance our goal of empowering the next generation of human rights defenders. In February, just days before Russia invaded Ukraine, we hosted Kateryna Yushchenko, former first lady of Ukraine. As the world was watching the invasion and ensuing war, our [spring speaker](#)

[series](#) brought world leaders virtually into the classroom addressing, from first hand experience, the issues of war, human rights violations, and war crimes.

PARTNERSHIPS AND KEY RELATIONSHIPS

Partnerships play a critical role in advancing key program goals, supporting educators in their human rights education work, and celebrating student human rights champions.

- **Nizami Ganjavi International Center (NGIC):** STTP's primary speaker series partner, NGIC's members provide students insights into leadership, international diplomacy, and human rights in action.
- **RFK Human Rights whole school partners:** Bangor High School, Bangor, Maine; King School, Stamford, Connecticut; Business and Arts Management, Los Angeles, California. As our pilot whole school partners, these schools are implementing human rights throughout their schools while also providing STTP with important data so we can better support them to achieve the greatest impact.
- **Tribeca Festival:** Tribeca has been a video contest since its inception, hosting annual STTP video contest winners and celebrating the young filmmakers.
- **University of California San Diego:** The institution serves as a community partner for schools and community-based education partners.
- **SUNY Stony Brook:** Our partnership continues to deepen the integration of human rights learning into both the undergraduate and graduate social welfare programs. During the spring term, STTP staff served as guest lecturers for four classes.
- **El Dia Despues:** STTP will co-sponsor a series of Theater Activism workshops with El Dia Despues, building on the very successful workshop hosted in January 2020. Through this partnership, we seek to provide university teams with the knowledge, skills, and resources necessary to bring theater activism workshops to their schools and communities.

HUMAN RIGHTS EDUCATION

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THOUGHT LEADERSHIP

A number of pieces were written and placed, including:

- [This Transgender Day of Visibility, we must see ourselves in others to become stronger](#) (RFK Human Rights)
- [Uvalde Op-Ed by Rebecca Stephens, HRE Capacity Building Program Manager](#) (Education Week)
- [Kerry Kennedy and Kateryna Yushchenko: An appeal to Ukrainian Americans: Speak truth to power](#) (Chicago Tribune)
- [Good Trouble: What John Lewis' life and legacy means for young leaders](#) (CEO Magazine)
- [Panel raises alarm over reports of Russia's abuse of Ukrainian women and children](#) (RFK Human Rights)
- [L.A. high school second to adopt whole-school model for human rights education](#) (RFK Human Rights)

OUR IMPACT

Currently, we have three official whole school partners and five prospective partners. With our official partner schools alone, we have trained more than 200 educators and have reached over 1,000 students.

We have reached 1,500 students through the monthly speaker series.

Over 500 videos entered in the contest representing well over 1,000 students.

Alberto Celis, Thomas Starr Middle School teacher, on the video contest: “Students were excited and proud to showcase their films. I believe it is important to showcase amazing and powerful student work and projects. Today, teachers, 1,500+ students, parents, administrators, and the Thomas Starr King Community were able to be part of our special film festival event. I am proud of Soryn and all my students for accomplishing amazing, beautiful, and powerful films and projects that educate, have a voice, and make a positive difference in our world. They are the talented & caring, new generation of young storytellers, environmentalists, artists, activists, historians, leaders and changemakers who shed light, hope and awareness.”

Dr. Leach, Bangor HS lead partner about the school/community component of the whole school approach: “I’m really happy to build connections between the school and the community. We can sometimes be very easily trapped into the idea that we are an educational institution, and our building has walls. If we’re talking about social and emotional development, human rights education, career and life development, and the idea that these kids are just one step from being adults, they need to see outside the boundaries of our walls.”

JOHN LEWIS YOUNG LEADERS

In 2022, the Young Leaders program rebranded itself and relaunched under the name John Lewis Young Leaders to honor the extraordinary legacy of John Lewis and the deep friendship he shared with Bobby.

JOHN LEWIS YOUNG LEADERS

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

John Lewis Young Leaders Retreat Thanks to our generous sponsors at Verizon, the John Lewis Young Leaders team convened a group of 50+ students in Los Angeles representing all 14 of our college chapters for a weekend of skill-building, networking, and collaboration. Our students heard from a variety of speakers, including Kerry Kennedy, Congressman John Lewis' former chief of staff Michael Collins, and Amazon labor organizer Chris Smalls. Workshops focused on issues related to grassroots organizing, movement building, housing equity, and gender justice. Our goal was for students to return to campus, re-energize, and equipped with tools to help organize and mobilize others to take action.

STUDENT WORK ON-CAMPUS

Our work on campus focused primarily on rebuilding chapters to pre-pandemic strengths and solidifying plans for events and activations in the upcoming spring 2023 semester. To date:

- NYU students donated a pair of used e-bikes to local delivery workers who were the victims of theft.
- Texas State University students partnered with Mano Amiga to put a marijuana decriminalization ordinance on the November 2022 ballot.
- Howard University students organized a sit-in to demand improved housing conditions on campus.
- UC Merced students collected school supplies and backpacks for teachers at a nearby underfunded elementary school.
- Students at St. Catherine University in Minnesota partnered with the St. Kate's Black Student Association and the social work department to curate an awareness week to highlight the foster care-to-prison pipeline.
- Students at Texas State University collaborated with 12 other student organizations to mobilize classmates to vote on a cannabis

decriminalization ordinance in San Marcos, Texas this election cycle.

- Students at Howard University partnered with their Student Government Association to volunteer at a local D.C. nonprofit called CARECEN, helping to provide direct services for immigrants arriving on buses from the southern border.

COMPASS INVESTORS

ENGAGING THE INVESTMENT SECTOR FOR GOOD

The RFK Compass Investors Program kicked off the year planning the flagship Summer Investors Conference, our first in-person conference since 2019. Concurrently, we ramped up our investor campaigns with core partners, including One Fair Wage and the Investor Circle Toward Decarceration, launched new partnerships including a groundbreaking collaboration with Lenox Park Solutions, and prioritized the program's brand and thought leadership to advance social justice issues in the investment industry.

COMPASS INVESTORS

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

Maximizing Investor Action on Civic Space

In alignment with our strategic priorities and organization-wide racial justice goals, we prioritized our work within the Investor Circle Toward Decarceration (Investor Circle) coalition, driving investors toward community-based investment solutions as an alternative to the incarceration models of our justice system. We joined forces with 50+ organizations from Alabama and across the country, as well as U.S. investors, in calling out Alabama’s continued efforts to advance a new \$1.3 billion prison construction project using \$400 million of the state’s COVID-19 relief funds. Together with the Investor Circle, we hosted a briefing with community partners and our colleagues in capital markets on what states are trying to do with COVID-19 relief money and how investors can dissociate themselves from any “opportunity” to underwrite or finance the prison industry. This led to offline discussions with the U.S. Treasury Department, where the Investor Circle called out the inappropriate use of vital funds to construct new prisons. This ultimately led to the department [declaring the use of such funds as an “ineligible” allocation of federal dollars](#). The pressure applied to investors and banks also helped to bring down a \$725 million deal to construct new prisons in Alabama, a deal that was underwritten by two key local banks, Stephens and Frazier Lanier, with assistance from Raymond James and Wells Fargo. The deal was ultimately downsized to just [\\$509 million](#), partly due to our coalition’s on-the-ground and national advocacy efforts.

Rights of Workers

Building on the organization’s legacy of fighting for the rights of workers, RFK Compass Investors continued with our multi-year investor advocacy campaign with partners One Fair Wage (OFW), the [New York State Common Retirement Fund](#), and the [Interfaith Center for Corporate Responsibility](#), calling for the end of the subminimum wage and the increase of the federal minimum wage to \$15 an hour.

In May, we partnered with OFW to organize the first New York High Road Restaurant Awards Ceremony, which honored independent NY restaurants that are paying one fair wage—a full minimum wage with tips on top. Over 32 million Americans earn less than \$15 per hour and service workers, the majority of whom are women and people of color, are particularly affected as they depend on tips to make up wages. At the ceremony, we recognized restaurants across several categories including livable wage, health and safety, racial equity, and gender equity. We look forward to working closely with OFW in 2023 to further scale our efforts in key states from a legislative angle, while also working with and through institutional investors to advance the livable wage and dignity-oriented work agenda via shareholder advocacy.

PARTNERSHIPS AND KEY RELATIONSHIPS

The partnerships we’ve cultivated over the past two years have been key to advancing our programmatic work and thought leadership. One key collaboration was with Weil, Gotshal & Manges LLP for their Weil Innovator Program for 2022. Fellows who are rising law students were invited to apply to support the RFK Compass Investors team and in July, we were able to successfully onboard a new Weil Legal Innovators Fellow for a one-year, fully funded fellowship.

DEIA and Access to Capital

At the New York State Common Retirement Fund’s 15th Annual Emerging Manager & MWBE Conference earlier this year, RFK Compass Investors, as an Aligned Organization Partner, received an official NYS Comptroller Proclamation for our commitment to racial and economic justice—specifically our programmatic work ensuring that diverse fund managers have access to capital and resources in an industry where 1.3% of the \$111 trillion of global AUM are managed by women and minority fund managers. The theme of the conference was Success Through Partnership and Comptroller Tom DiNapoli recognized the program’s long-standing partnership with the Fund, which he noted as being instrumental to the Fund’s success.

Building upon the foundation we have laid for our Alpha Equity Council, which seeks to create greater accountability and incentives to pursue

COMPASS INVESTORS

CONTINUED

meaningful action with respect to DEIA in the industry, we announced our partnership with Lenox Park Solutions, a leading data analytics financial technology firm. We will leverage Lenox Park's data aggregation technology to launch a months-long survey project of our Compass Investors network to examine the DEIA efforts of more than 400 institutional investors and asset managers. We intend to publish anonymized findings while highlighting case studies for best practices.

Amplifying the “S” in ESG

The working group we co-founded with the Thomson Reuters Foundation, UN PRI, and Refinitiv continued to drive momentum for both improving an understanding of issues related to the “S” in ESG and wider adoption of social criteria in investment strategies. To that end, Sancia Dalley was featured in an [NYT Dealbook article](#) with Board member Michael Posner from the New York University Center for Business and Human Rights, highlighting that when it comes to ESG, the “S” often gets short shrift, sometimes leaving major organizations unwittingly supporting practices they explicitly oppose.

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

In March, the team hosted their very first panel at [SXSW in Austin, Texas](#). With a room full of public and private investors, activists, city officials, and nonprofit leaders, the panel discussed how investors can contribute to positive societal change through alternative investment opportunities such as community-led public health, safety, and reparative infrastructure that uplift historically marginalized communities who are most affected by the private prison system and labor issues.

On June 14–15, RFK Compass Investors hosted a great group of 250 attendees in Hyannis Port at the Kennedy Compound and at the Chatham Bars Inn for the return of our flagship conference. Old and new friends joined us for two and a half days of inspiring, thought-provoking discussions on the many changes affecting the private markets industry. We brought together some of the country's leading investment decision-makers at this highly curated, invitation-only event for investment leaders in alternatives who are committed to seeking alpha and doing good in society.

Right on the heels of our flagship conference, we spent the remainder of the summer planning our Fall Investors Conference in Miami, Florida, and successfully built a stellar lineup of speakers, including Ursula Burns of Integrum, Bailey Devries of the U.S. Small Business Administration, Jonathan Grabel of LACERA, and more. Unfortunately, due to prohibitive weather conditions caused by Hurricane Ian in Florida, the Fall conference was postponed to early 2023.

THOUGHT LEADERSHIP

RFK Human Rights continued to produce original content and guidance pieces that were featured in industry outlets such as [CEO magazine](#) and [NYT Dealbook](#). These pieces highlighted the belief that society—its people, communities, and structures—must be considered an important foundation of a fiduciary's responsibility and long-term investing approach, and not only profits. The Compass Investors quarterly newsletters highlighted pieces that [supported ESG in the midst of recent attacks](#), recommendations for investors and banks to end the financing of prisons, and more.

Advocating for ESG

In the summer of 2022, we observed sweeping legislative changes, predominantly in conservative states, prohibiting state pension funds from investing our dollars in ESG funds and with ESG-friendly asset managers. Dedicated to engaging the investment sector on ESG over the past 15 years, we authored two compelling articles, including a [feature in Quartz Magazine](#) with Sancia Dalley and Kerry Kennedy.

COMPASS INVESTORS

CONTINUED

These articles emphasized how important this framework and investment vehicle are to the industry, provided guidance for improving ESG metrics and data, and gave concrete actions investors can take to continue the momentum for creating a more just, peaceful, and sustainable world.

Maximizing Investor Action on Civic Space

The team was also featured, for the first time, on a [podcast](#) with UN PRI about the involvement of investors and businesses in the prison system, particularly around contracted prison labor in companies' supply chains and the actions they can take to mitigate negative social outcomes for those most affected.

OUR IMPACT

We joined forces with 50+ organizations and investors in Alabama and across the U.S. calling out Alabama's continued efforts to use COVID-19 relief funds to construct new prisons.

We honored 19+ restaurant leaders who are paying a fair wage in New York City.

We launched a partnership with Lenox Park Solutions to survey the DEI efforts of 400+ investors, promoting greater accountability.

WORKPLACE DIGNITY

HUMAN RIGHTS DON'T END AT THE WORKPLACE DOOR

Throughout 2022, our team leveraged the 2021 launch of the Workplace Dignity resource platform to focus on strategic and targeted response to rapidly evolving workplace issues (including through social media), deepen our visibility and external thought leadership through new speaking and writing opportunities, and road-map the 2023 launch and potential funding of Voices of Dignity, which will dig into issues affecting workers across industries while expanding community and creating synergy with other RFK Human Rights programs. In the second half of the year, we also recruited, onboarded, and leveraged the skills of a new program manager (the other “half” of the team), Erika Nguyen, who joined us from Human Rights Watch’s Women’s Rights Division.

WORKPLACE DIGNITY

PROGRAM SUMMARY

EVENTS

Speaking Up: SHRM INCLUSION Conference (San Diego, October 2022)

The Society for Human Resources Management (SHRM) is the largest HR professional association in the U.S. The sold-out INCLUSION Conference brought together business and HR leaders to share tools, know-how, and best practices to create a more equitable world of work. Following a selection and submission process, our speaking proposal was accepted by organizers and delivered by SVP Jeffrey Siminoff together with Tawanda Starms, Vice President of People Experience and Chief Diversity, Equity & Inclusion (DEI) Officer at Chipotle. Entitled “Driving Inclusion and Dignity at Work: Making Strategy Actionable,” we:

- Connected cutting edge DEI approaches with human rights principles to center workplace dignity as a core workplace concept;
- Gave attendees tools to drive real, day-to-day structural change against the backdrop of today’s rapidly changing workplace environment and greater employee expectations about what employers should be delivering; and
- Increased visibility of our work to a new audience of practitioners.

Expanding Community: SHRM INCLUSION Event

Alongside this unique speaking opportunity (and other engagement opportunities the conference provided), we expanded our visibility, outreach, and community-building by co-hosting a reception with our partners at United Minds, part of The Weber Shandwick Collective. The reception brought together experts, advocates, and allies, helping to evangelize our work, deepen our community, and set the stage for new partnerships.

PARTNERSHIPS AND KEY RELATIONSHIPS

We strengthened relationships with ongoing partners and developed new ones to lay the groundwork for additional work.

One relationship through-line for us is Leading with Dignity author Donna Hicks, whose support and guidance have been invaluable. Another is the Harvard Business School (and connected) community, where, in addition to our deepening relationship with global psychological safety expert Amy Edmondson, we contributed to the HBS May 2022 Gender & Work Symposium, introducing our work to a range of researchers and practitioners across the country and resulting in follow-up discussion and speaking invites. Other high-visibility conferences and events gave us other opportunities to discuss our work, such as at SXSW (where we helped reinforce companion workforce-related efforts of RFK Compass Investors) and at a JUST Capital event at NASDAQ.

Following a featured speaker opportunity at an invite-only DEI roundtable hosted by Russell Reynolds in the spring of 2021, we contributed to a [white paper](#) on the global Chief Diversity Officer landscape and roundtable take-aways.

Extending our reach overseas, we partnered with the Blakeney Group in the UK to connect workplace dignity principles with matters of LGBTQ+ equality in a facilitated discussion between our SVP and Blakeney staff. In addition, we promoted our Consulting Services on our website and continued ad hoc support of partners and stakeholders in our network.

Supporting Movements for Workplace Dignity

We supported dignity-advancing legislation for sectors where workers are at heightened risk of violations, including joining the [coalition](#) supporting the California FACT Act (AB257), which Governor Newsom has since signed. This new dignity-advancing law will bring fast food workers to the table to help craft the workplace solutions they need, hold corporations accountable for violations, and lay the groundwork for a national approach to leveling the

WORKPLACE DIGNITY

CONTINUED

playing field for workers. We also joined the coalition advocating for the DC Domestic Worker Bill of Rights, which passed in December 2022. Its passing reversed the long-standing exclusion of domestic workers from the DC Human Rights Act and provided for other critical protections.

We also joined 100+ partner organizations and leaders and signed the [Statement on Good Jobs](#), initiated by the Aspen Institute and the Family and Workers Fund. The dignity-focused statement endorses core principles of a “good job” as: 1) economic stability, 2) economic mobility, and 3) equity, respect, and voice.

THOUGHT LEADERSHIP

We continued to focus on high-impact external engagements. Of particular note, we contributed multiple segments of video content to reachHIRE’s Aurora talent experience platform through a [feature](#) called “Real Leaders, Real Stories.”

In addition, we supported the launch of Board member Donato Tramuto’s new book, *The Double Bottom Line: How Compassionate Leaders Captivate Hearts and Deliver Results*, with an Instagram Live feature on the RFK Human Rights Instagram account and hosted an [executive-level panel discussion that connects the book’s themes to Workplace Dignity on June 22](#). As guests on AM950, Minnesota’s progressive radio station, we participated in a deep-dive interview on the ongoing need for dignity for all workers.

The Workplace Dignity team continued to build relationships with media outlets, including through sharing our perspective on legislation, such as with the New York Times in connection with Florida’s [“Stop WOKE Act.”](#)

We produced longer-form content: we published original content on relevant workplace issues in

prominent outlets, including [“Why the customer is NOT always right” in Fast Company](#), and published a New York Times letter to the editor on ensuring dignity for [election workers](#).

SOCIAL MEDIA & RESPONSIVE MESSAGING

Workplace-focused thinkers, activists, and leaders are highly active on social media. In alignment with the Communication team’s strategy and to respond to that, we continued to prioritize our workplace dignity voice on all RFK Human Rights social media channels. We delivered substantive, actionable, and rapid-response messaging focusing on topical workplace issues, promoting racial justice and LGBTQ+ rights in the workplace, and economic dignity. Topics included [ableist criticisms](#) of U.S. Senate candidate John Fetterman, ongoing conversations around [distributed and hybrid work](#), [worker pay and job satisfaction](#), and [fair-chance employment](#). Our goal is to be a leading voice that connects trending issues with workplace dignity principles. Through a range of multimedia tools, we extended our external reach on social media and various media outlets by reiterating the human rights foundations and dimensions of workplace dignity through strategic response to current events, of-the-moment workplace trends and milestones or holidays like Labor Day. For Labor Day, our [video](#) highlighted our program and why workplace dignity is a human rights issue; more recently, we produced a video bringing to life the ideas in the Fast Company op-ed in preparation for holiday shopping season (among other purposes).

AFFILIATES

Coming out of the COVID-19 pandemic, our international affiliates were exceptionally busy. The Russian invasion into Ukraine and its proximity to Europe also deeply affected our affiliate members. Through a coordination of efforts, relief caravans were sent into Western Ukraine with much-needed supplies. Transports were independently arranged by a few of our affiliate Board members to move people out of hard-hit areas of Ukraine and many were relocated to affiliate member countries.

Additionally, endorsements by Spain and Greece's Ministries of Education and strategic alliances with key educators and local artists strengthened RFK Human Rights' presence abroad.

AFFILIATES

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

Both RFK Human Rights Switzerland and RFK Human Rights Italy hosted annual galas in November. They were significantly successful events from a fundraising and awareness raising perspective with accolades still coming in.

RFK Human Rights Spain, Italy, and Greece collaborated on a Global Citizens Project involving students and educators from all three countries to work on shared values such as non-discrimination and inclusion. They are also familiarizing each other with their respective local human rights activists. Schools from each country will participate with a possible outcome being a lesson plan on European values and citizenship that could be added to each country's websites and their programs.

RFK Human Rights Greece continues to expand the STTP network of schools into areas outside of Athens with the support of the Ministry of Education. They have reached 500 educators so far, with 80 new teachers joining just within the last 3 months, who have taught 12,500 students. This past year, STTP was incorporated into the curriculum of "secondary education" (12-15 year old students), as a skills workshop that could be chosen for students in that age group in any school in Greece by their teachers.

RFK Human Rights Italy was exceptionally responsive to the Ukrainian crisis and mobilized relief efforts quickly. On February 25, RFKHR Italy was contacted by the president of Colors for Peace to start a collection of basic necessities for displaced individuals. While it was supposed to be one truckload, RFKHR Italy ultimately organized 19 trucks with 627 pallets and 1710 cubic meters of goods. RFKHR Italy also accepted the request of the City of Florence to host 9 Ukrainian refugees at its guesthouse, Le Murate. RFKHR Italy, with the support of Kedrion Biopharma, donated 29 laptop computers to a group of children rescued from an orphanage in Ukraine so they could continue their school work. As they were

coordinating these efforts, RFKHR Italy continued to grow their network of schools teaching STTP and brought on Cristiana Fragola as Executive Advisor on ESG and Sustainability issues. In September, RFKHR Italy also launched the online platform CivicAttiva - A World of Sustainability. The program is dedicated to training teachers on civic education through the lens of the UN's 17 Sustainable Development Goals to be reached by 2030. As of the end of November, 401 teachers had enrolled in the course with a potential impact on 8,000 new students aged 3-19. Additionally, RFKHR Italy continues to work on the educational pilot project launched in 2019 in Sesto San Giovanni (Milan) in collaboration with Hines Italy. As the biggest project of urban requalification in Europe, five different workshops related to STTP, sustainability, and peace culture have reached 1,219 students.

RFK Human Rights Italy is also partnering with the Catholic University in Piacenza on a course in Management for Sustainability for the third consecutive year and on activities supporting the socio-occupational inclusion of migrants, refugees, and asylum seekers, victims of trafficking, and gender violence in the labor market through professional training courses and educational and capacity-building programs in collaboration with third sector associations, local companies, and training institutions.

RFK Human Rights Spain has translated 18 STTP lessons into Spanish and entered into an agreement with the Ministry of Education wherein they directly promote STTP in public and semi-private schools. Ramón Resa, the director/founder of a group of private schools (who is a personal contact of our RFKHR Spain Board Chair), has incorporated the program into his network as well as presented the concept to other private institutions. RFKHR Spain is working with the U.S. leaders of our STTP program to adapt content from the book into online lessons in both English and Spanish to be used internationally. The STTP program has expanded outside of Madrid (to the Canary Islands) and should reach Andalusia by 2023. RFKHR Spain is also exploring the possibility of using virtual reality experiences based on the STTP lesson plans to enhance the student experience.

AFFILIATES

CONTINUED

RFKHR Switzerland continues to support and grow its Youth Ambassadors program, which organized the second Short Film Competition for this fall focusing on the topic of climate change. RFKHR Switzerland also published a magazine commemorating its first five years; copies in both Swiss German and English are being distributed to key donors, our educational partners, and other supporters of our cause. In October, RFKHR Switzerland planned a successful event with Model United Nations (MUN) St. Gallen and Alex Mundt and focused on the refugee situation in Europe and the rest of the world. Its work with the Zürich Human Rights Film Festival is ongoing, as the STTP team and the Youth Ambassadors will organize a viewing and event at the festival.

The U.S. STTP team visited Manchester for two days to work with the RFKHR United Kingdom team to address priorities for the program. They are now piloting STTP School Zone, an area of their website created for schools to work online, which will allow them to scale up and grow the program across the country with minimal cost. They have commissioned a project with animators and education specialists to develop a national “What Are Human Rights?” video narrated by young people. There is also interest from UK political leaders and the U.S. Ambassador to the UK to have RFKHR UK take part in a Manchester meeting of local leaders.

AWARDS

BOOK AWARD LAUREATES

The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together by Heather McGhee

America on Fire by Elizabeth Hinton

JOURNALISM AWARDS LAUREATES

High School Print and New Voices for Justice Award

Unlivable Wages

The Globe of Clayton High School
Owen Auston-Babcock

High School Broadcast

The Talk

Hillcrest High School
Jaela Burris

College Journalism

Being Black in Lincoln: The Series

The Lincoln Journal Star
Trinity Saez, Victoria Baker, Zach Wendling,
Jaqueline Martinez, Evelyn Mejia, Dillon Galloway,
Nick McConnell, Jason Han, Lauren Penington,
Erika Jensen, and Nia Johnson

New Media

Airstrikes Gone Wrong

The New York Times
Staff of the New York Times

Domestic Print

Birth and Betrayal

The Miami Herald
Carol Marbin Miller and Daniel Chang

International Print

Ghost Walls

The New Yorker
Raffi Khatchadourian

Radio

Mississippi Goddam: The Ballad of Billey Joe

Reveal from the Center for Investigative Journalism
& PRX

Al Leston, Jonathan Jones, Kevin Sullivan, Michael
Schiller, Jim Briggs III, Fernando Arruda, and Steven
Rascón

Domestic Photography

Social Injustice

The Washington Post
Joshua Lott

International Photography

The Fall of Afghanistan

Los Angeles Times
Marcus Yam

Cartoon

Clay Jones Cartoons

Self-Syndicated & CNN
Clay Jones

Domestic Television

Unrelinquished: When Abusers Keep Their Guns

Reveal from The Center for Investigative Reporting
Jennifer Gollan, Amina Waheed, Laila Al-Arian,
Adrienne Haspel, Joel Van Haren, Darya
Marchenkova, Andrew Donohue, Nina Martin,
Katharine Mieszkowski, Esther Kaplan, Amanda
Pike, Victoria Baranetsky, Sumi Aggarwal, and Narda
Zacchino

International Television

A Thousand Cuts

Frontline (PBS)
Ramona Diaz

Criminal Justice Reporting

Behind the Blue Wall

USA Today
Gina Barton, Daphne Duret, Brett Murphy, and
Jarrad Henderson

AWARDS

CONTINUED

HUMAN RIGHTS AWARD LAUREATES

Felix Agbor Nkongho (Balla) and Maximilienne C. Ngo Mbe

Cameroonian human rights defenders

RIPPLE OF HOPE AWARD LAUREATES

Frank Baker

Co-Founder and Managing Partner of Siris

Brian Moynihan

Chair of the Board and Chief Executive Officer of Bank of America

Michael Polsky

Founder and CEO of Invenergy

Bill Russell (posthumous)

NBA Legend and Civil Rights Icon

Prince Harry and Meghan

The Duke and Duchess of Sussex

President Volodymyr Zelensky

President of Ukraine

OUR COMMUNITY

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Barry Volpert, Co-founder and CEO, Crestview Partners

Randi Weingarten, President, American Federation of Teachers (AFT)

OUR COMMUNITY

CONTINUED

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Lynn Delaney, Executive Director, RFK Legacy, Awards and Special Projects, Robert F. Kennedy Human Rights

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Aloe Blacc
Melinna Bobadilla
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Lorraine Bracco
David Costabile and Eliza Baldi
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Kathryn Erbe
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Charles Grodin
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Cheryl Hines

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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
Max Starks IV
Stanley Tucci
Chris Tucker
Sam Waterston
Forest Whitaker
Debra Winger
Scott Wolf
Alfre Woodard

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Lynn Delaney
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Zasmira Clemetson-Tellez
Diane Labadie
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Wade McMullen Jr.
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Nisa Patel
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Ricarda Velez

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Sylvia Czander
Ramya Iyer
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Edinam Ablordeppey

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Michelle Fan
Melynda Findlay
Emma Gillett
Kerry Kasper
Remy Linback
Daniella Peting
Amy Reid
Clayton Steele Swartz
Christina Timms

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Sierra Ewert

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Angelita Baeyens
Sarah Decker
Anthony Enriquez
Ekeoma Ugoezi Ezeh
Marina Garcez
Sarah Gillman
Sofia Jaramillo Otoyá
Rosana Lezama Sanchez
Sarah Morsheimer
Isabel Roby
Alexander Rougeau
Roxana Sierra
Daniel Tse
Kristine Ai Ueda
Ikechukwu Uzoma

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Sancia Dalley
Fanta NGom
Oraine O'Riggio
Sarah Riley
Wendi Jackson Smith
Jimmy Spaedt
Sarah Tham
Yaning Etta Wang

HUMAN RIGHTS EDUCATION

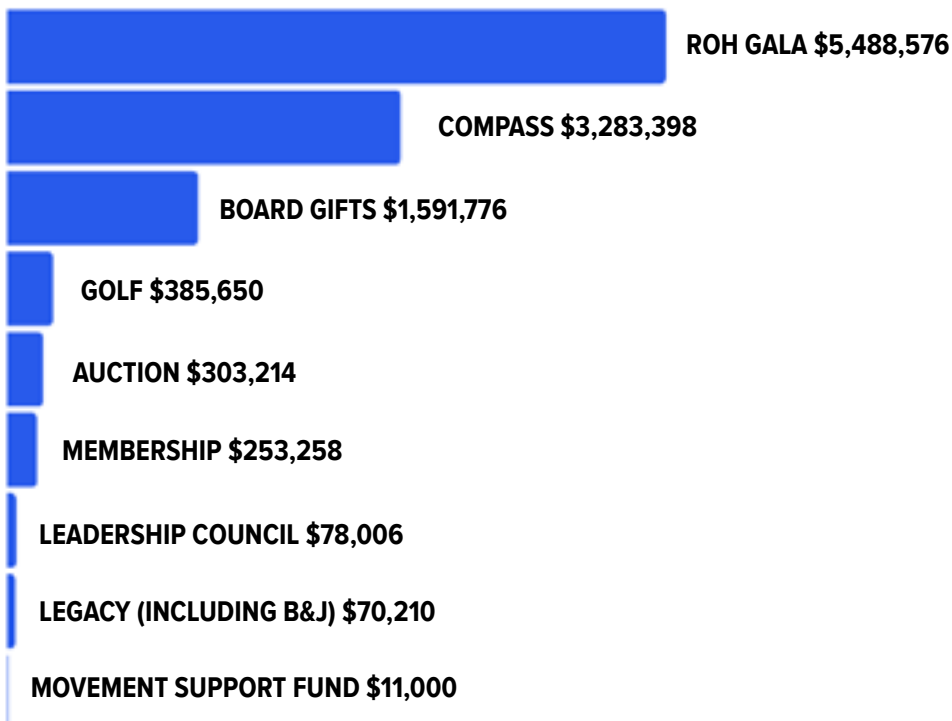
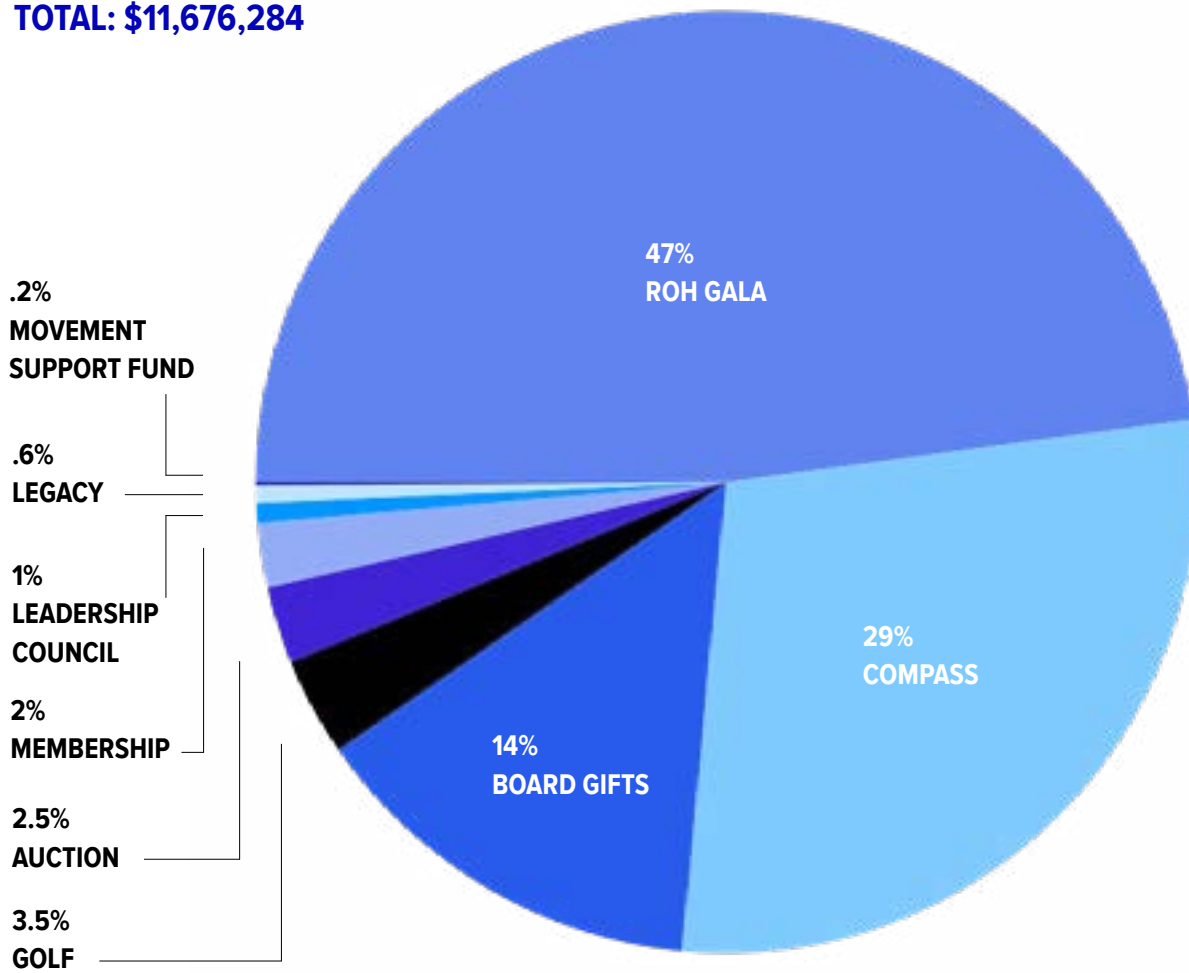
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Parvin Purawal
Karen Robinson-Cloete
Kristopher Sharp
Rebecca Stephens

WORKPLACE DIGNITY

Erika Nguyen
Jeffrey Siminoff

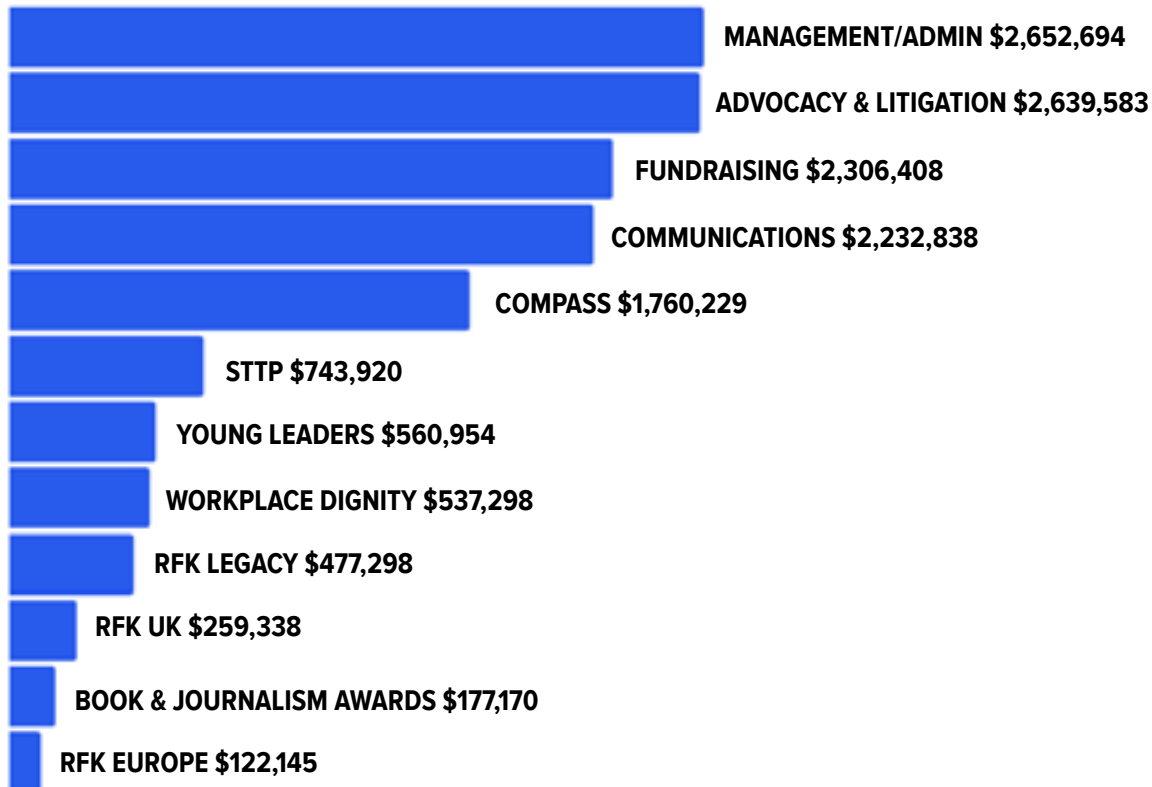
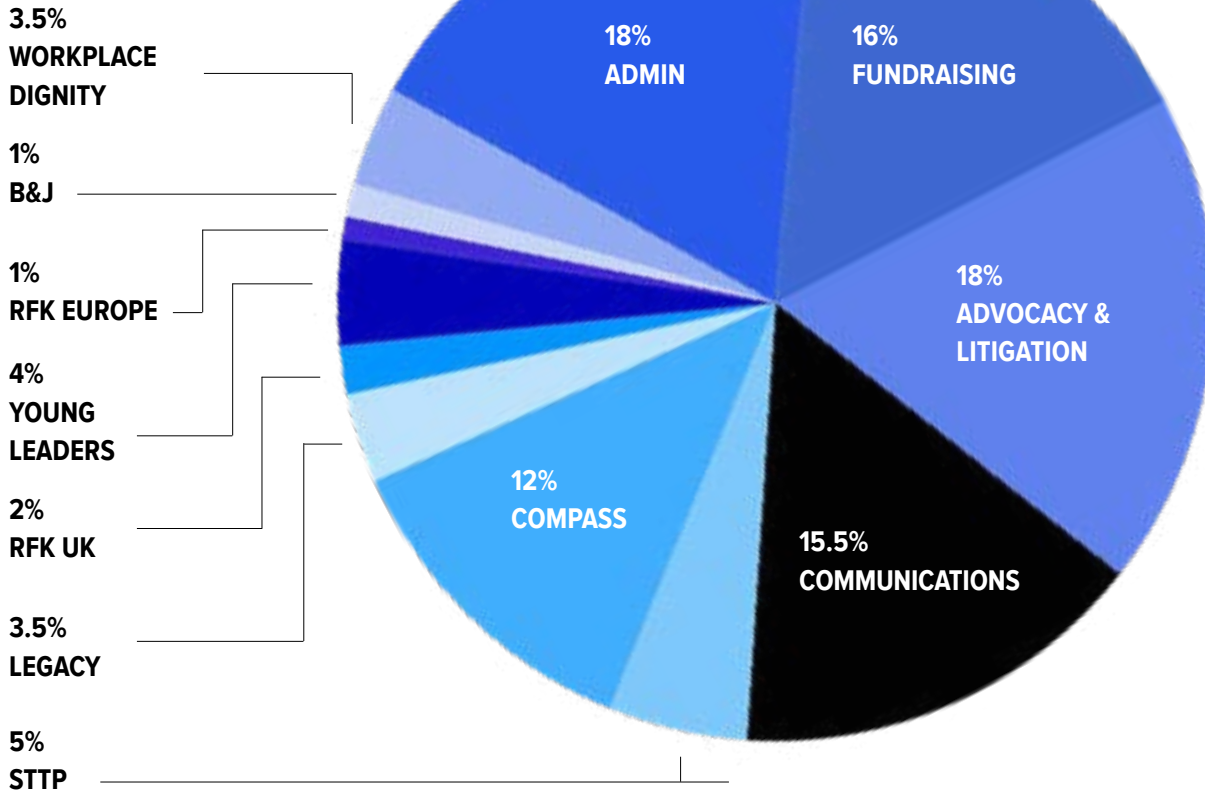
REVENUE

TOTAL: \$11,676,284



EXPENSES

TOTAL: \$11,330,499



**ROBERT F.
KENNEDY
HUMAN
RIGHTS**



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