

EXPOSE INJUSTICE.

TEACH CHANGE.



RIGHT WRONG.

ANNUAL REPORT 2023.

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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.

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.

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.

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.

U.S. ADVOCACY & LITIGATION

In 2023, the U.S. Advocacy and Litigation team partnered with grassroots groups across the country to ban solitary confinement, to defend the human right to seek asylum, and to seek accountability for racial discrimination in policing. The team also sought accountability under international law for extrajudicial killings and suppression of dissent by U.S. police, shaped constitutional law on arbitrary detention in U.S. federal courts, and protected thousands from deportation into humanitarian crises.

U.S. ADVOCACY & LITIGATION

PROGRAM SUMMARY

HIGHLIGHTS FROM 2023 INCLUDE:

- Spurring passage of a ban on solitary confinement of young people in Minnesota by convening activists, media, and United Nations experts on racial violence in policing
- Exposing and stopping abusive conditions of detention in isolated immigration detention centers in Louisiana and New York
- Suing in federal courts to seek accountability for racially discriminatory practices in local and federal policing
- Defending the human right to asylum under international law before the Inter-American Commission on Human Rights and the United Nations
- Holding the U.S. accountable for violent suppression of peaceful protest at a United Nations treaty review under the International Covenant on Civil and Political Rights
- Advancing the first-ever case before the Inter-American Commission on Human Rights challenging impunity for extrajudicial police killings of young Black Americans
- Winning a federal lawsuit challenging torturous conditions of confinement in immigration detention
- Securing protection from deportation for 11,000 Cameroonians in the U.S. through an extension of Temporary Protected Status

OUR APPROACH

ENDING TORTURE IN UNITED STATES PRISONS

We're ending solitary confinement by uniting survivors of prison torture with international legal advocates and experts in campaigns to pass statewide bans on abusive prison conditions. In April, in California and Minnesota, we hosted the United Nations' International Independent Expert Mechanism to Advance Racial Justice in the Context

of Law Enforcement, part of a nationwide tour to end racially discriminatory policing. Ahead of crucial votes on bans of solitary confinement in state legislatures, the convenings drove national and local media coverage to our grassroots partners. In May, the Minnesota legislature unanimously passed a bipartisan bill to end juvenile solitary confinement, which will take effect at the end of this year.

STOPPING ABUSES IN IMMIGRATION DETENTION

Throughout 2023, we've continued to bring legal aid to some of the most isolated immigration detention centers in the country, where asylum seekers fighting deportation are cut off from access to lawyers. In the last six months, we've provided legal education to thousands of people who lacked knowledge of their rights in the U.S. immigration system, detained in rural locations in Louisiana and New York. Through targeted advocacy with federal officials, we've freed people unjustly held for deportation. And in complaints before federal civil rights agencies, we've exposed and stopped abusive detention center conditions including denials of necessary medical care and infliction of solitary confinement as retaliation for exercising free speech rights.

SUING IN FEDERAL COURT TO STOP HUMAN RIGHTS ABUSES BY POLICE AND PRISON OFFICIALS

After successfully starting our federal court practice in 2022, we are now litigating in courts across the country to stop human rights abuses. In February, we won a U.S. district court lawsuit that established new U.S. constitutional protections against prolonged civil detention for a man held in immigration detention for over three years. In the Third Circuit Court of Appeals, we're arguing that racial and gender discrimination in immigration laws is unconstitutional in a case that could protect thousands from deportation. And in U.S. federal district court we're preparing for trial in a case seeking accountability for police stops illegally made on the basis of race. indefinite ban on the use of social media platform Twitter.

U.S. ADVOCACY & LITIGATION

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PROTECTING THE HUMAN RIGHT TO ASYLUM

Ahead of recently implemented restrictions on humanitarian immigration, we drove international legal advocacy in support of grassroots Inter-American Commission on Human Rights on discriminatory immigration policies in support of the Commission's upcoming report on human rights violations against asylum seekers.

That same month, we submitted a public comment to a proposed federal rule announcing new asylum restrictions, exposing how the rule's racially discriminatory impact violates U.S. and international law. And in April, we secured a rare Statement of Urgent Procedure from the United Nations Committee on the Elimination of Racial Discrimination calling on officials to end discriminatory denials of asylum.

MOBILIZING INTERNATIONAL LAW TO END POLICE ABUSES

U.S. courts have failed to bring justice for victims of human rights abuses, so we're seeking accountability before international legal mechanisms. In August, we turned to the Inter-American Commission on Human Rights as lawyers for the families of Michael Brown and Rekia Boyd, two young Black people killed by U.S. police in unprovoked shootings in 2014. In legal filings, we argued that the failure to hold police accountable for extrajudicial killings violates the American Declaration of the Rights and Duties of Man. In October, we testified before the United Nations' Human Rights Committee in its review of the U.S. under the International Covenant on Civil and Political Rights. We presented evidence of violent suppression of peaceful protest in immigration detention centers and in the Atlanta, GA movement to Stop Cop City. The Human Rights Committee sharply questioned U.S. delegates on its illegal tactics, providing powerful leverage for local campaigns organizing to stop abuses against human rights defenders.

EXPANDING THE CONSTITUTION'S PROTECTION TO IMMIGRANTS IN DETENTION

Through our work across the country at rural immigration detention centers cut off from access to lawyers, we're shaping national trends in federal case law. In July, we won a lawsuit seeking constitutional protection against prolonged immigration detention in cruel and degrading conditions. Our client is a man held in civil detention for over three years, much of it in prolonged solitary confinement. The case is our second constitutional win in a federal district that previously lacked favorable case law due to the dearth of lawyers working in the area. By building a record of favorable decisions in the lower courts, we're strengthening arguments before appellate courts, including the Supreme Court, for protection from human rights abuses.

PROTECTING THE MOST VULNERABLE FROM FORCED RETURN TO HUMANITARIAN CRISIS

About 11,000 Cameroonians in the U.S. are now eligible for protection from deportation thanks to our successful campaign with federal officials. In October, the U.S. redesignated and extended Temporary Protected Status for Cameroonians in light of ongoing armed conflict with non-state groups resulting in killings, kidnappings, mass displacement, destruction of civilian infrastructure, food insecurity, and spread of disease. Our team spent months educating U.S. officials on conditions on the ground in Cameroon and on the urgent need for protection from forced return to a humanitarian crisis.

PARTNERSHIPS

In support of campaigns to end prison torture, we're partnering with grassroots coalitions around the country to to propel statewide bans on solitary confinement. In California, we've joined transformative justice organizations and advocates in the California Mandela Campaign to support passage of the

U.S. ADVOCACY & LITIGATION

CONTINUED

California Mandela Act. The bill places comprehensive limits on the use of solitary confinement in jails and prisons and is the first proposed law in the nation to also cover private immigration detention facilities.

In Minnesota, we partnered with End Youth Prisons in its storytelling, advocacy, and organizing campaign to end youth incarceration in Minnesota and build power among young people and their families. We joined the coalition to bring international legal attention to its campaign to support passage of a legislative ban on solitary confinement, bringing United Nations experts, media, and survivors of solitary confinement in juvenile prisons to a roundtable discussion about the harms of prison torture. Shortly thereafter, the Minnesota governor signed a ban on solitary confinement of youth into state law.

In our efforts to stop serious human rights abuses by police and prison officials in Louisiana, we've partnered with the ACLU of Louisiana on litigation and legal outreach initiatives. In the second half of 2023, we expanded our litigation portfolio challenging racial discrimination by local Louisiana police. In one ongoing federal lawsuit, we're suing to stop a local Louisiana police department from using excessive force when stopping Black youth. And in northern Louisiana, alongside the ACLU, we visited isolated immigration detention centers to provide Know Your Rights presentations to hundreds of detained people. In the process, we've teamed up to protect victims of systemic human rights abuses like medical neglect, sexual abuse, and racist treatment through advocacy in cases with the potential to effect wide-reaching policy change.

We proudly stand with Community Movement Builders, a member-based collective of Black people creating sustainable, self-determining communities through cooperative economic advancement and collective community organizing. In Atlanta, Community Movement Builders is a vital force in the campaign to Stop Cop City, which seeks to halt the construction of the nation's

largest militarized police training facility atop the Weelaunee Forest, a watershed surrounded by primarily Black residents who overwhelmingly oppose the project. We've joined Community Movement Builders in the call for an independent investigation into the first recorded instance in U.S. history of a police extrajudicial killing of an environmental activist, Manuel "Tortuguita" Paez Terán, who was shot to death by Georgia police in 2023.

OUR IMPACT

- Ended solitary confinement of young people in Minnesota, which had been deployed over 7500 times in the last five years alone.
- Won U.S. constitutional protections against prolonged civil detention, with potential to help over 20,000 currently detained immigrants.
- Established new international legal authority against racially discriminatory bans on asylum under the International Convention on the Elimination of All Forms of Racial Discrimination.
- Protected 11,000 Cameroonians, from forced return to humanitarian crisis through a campaign with federal officials to renew Temporary Protected Status.
- Brought legal outreach and assistance to over 5,000 detained immigrants and asylum seekers in 2023 by investigating isolated detention centers in central Louisiana and upstate New York for human rights violations.
- Held the U.S. accountable for criminalization of peaceful protest in the United Nations' first U.S. treaty review in a decade under the International Covenant on Civil and Political Rights.

INTERNATIONAL ADVOCACY & LITIGATION

In 2023, the International Advocacy and Litigation team filed key new cases and legal briefs before regional and international human rights mechanisms, conducted fact-finding visits, and participated in a wide range of high-level discussions and events. In April, the team celebrated 10 years since the first filing of a case, marking a full decade of strategic litigation before regional and universal human rights mechanisms. The team also brought about the 40th annual Human Rights Award, honoring Guatemalan Indigenous land and environmental defenders, the Xinka Parliament. Furthermore, we have collaborated with partners from Cameroon to Bangladesh on advocacy efforts before the United Nations, participated in key meetings and missions from Guatemala to Nepal, and convened a high-level dialogue between the African and Inter-American human rights commissions. The team argued the historic case of four human rights defenders who were disappeared by the Army in Guatemala before the Inter-American Court, held closed-door meetings with the Prosecutor's office of the International Criminal Court, and led a civil society consultation with African organizations on the selection of members of regional human rights mechanisms, among other activities. Kerry Kennedy received the Grand Chapultepec Award on behalf of RFK Human Rights for its contribution to the protection of freedom of the press in the Americas. Finally, the team welcomed a new cohort of legal fellows.

INTERNATIONAL ADVOCACY & LITIGATION

PROGRAM SUMMARY

AFRICA

In January we publicly welcomed the positive decision of the African Commission on Human and Peoples' Rights (ACHPR) on the *WOZA vs. Zimbabwe* case. This case on the right to protest was the first we ever petitioned before an international mechanism. Submitted in 2013, April marked our 10 year anniversary of international strategic litigation.

On March 23, Hotel Rwanda hero Paul Rusesabagina was finally released after 939 days of arbitrary detention in Rwanda, following our successful petition to the UNWGAD and continuous advocacy. In April, Kerry Kennedy and team were privileged to welcome Paul to the New York office. We also collaborated with our 2022 HRA Laureates to submit an alternative report on the human rights situation in Cameroon for the Universal Periodic Review (UPR) at the Human Rights Council (HRC), and our VP participated as a speaker in a judicial colloquium of ECOWAS court judges and ACHPR officers regarding judicial determination of violence against women in Africa. In continuation of our work on arbitrary detention in Africa, Just Security published an op ed by our Staff Attorney Ikechukwu Uzoma on this issue.

Also in April, Frank Mugisha, our 2011 HRA Laureate and renowned LGBTQ+ activist in Uganda, visited New York and Washington to advocate for US action against the horrific anti-LGBTQ+ bill recently passed by the Ugandan Parliament. We accompanied Frank and three other activists, Qwin Mbabazi, Kasha Jacqueline, and Nicholas Opoyo, to multiple high-level government meetings in DC. On April 25, we joined a global network of individuals and organizations around the world taking different actions against the bill as part of a Global Day of Action.

In September, together with the Somali Journalists Syndicate, we filed a complaint to the UN Human Rights Committee on behalf of our partner, journalist Abdalle Ahmed Mumin, who was arbitrarily detained three consecutive times and tortured for

his work in Somalia. We also sent a communication to the UN Working Group on Arbitrary Detention regarding the re-arrest of our client Mahmoud Hussein in Egypt after already spending 789 days in arbitrary pretrial detention for wearing an anti-torture t-shirt.

In addition to litigation, we've continued our thought leadership and network building in Africa. In July, we hosted a webinar with the International Center for Not-for-Profit Law (ICNL) analyzing the *Women of Zimbabwe Arise v. Zimbabwe* case and the decision's impact on the right to protest in Africa and around the world. In September, we hosted Deputy Minister of Justice for Sierra Leone Alpha Sesay in our DC office to discuss his priority issues for the country. In October, our Africa Staff Attorney Ikechukwu Uzoma participated in the sessions of the African Commission on Human and Peoples' Rights in Arusha, Tanzania, and hosted a consultation on civil society participation in the selection of Commissioners and other officials in the African Human Rights System. In addition, our Africa Staff Attorney Ikechukwu Uzoma was one of the expert panelists for the annual advanced human rights course in Civil Society Law organized by the International Center for Not-for-Profit Law (ICNL) and the Centre for Human Rights at the University of Pretoria. And in November, our Senior Staff Attorney for Civic Space Sofía Jaramillo attended the African Women in Media (AWiM) Conference in Kigali and met with local organizations regarding our UNESCO-funded project on the protection of women journalists in Africa.

For the 40th annual Human Rights Award we honored the Xinka Parliament, an organization of the Xinka people of Guatemala dedicated to the protection of their ancestral land and the human rights of their people. The award followed our participation in a joint civil society observation mission to Guatemala with HRW and WOLA to assess the critical situation of democracy and rule of law ahead of the presidential elections.

INTERNATIONAL ADVOCACY & LITIGATION

CONTINUED

We also celebrated our 2020 HRA Laureate Alessandra Mundurku as she received the 2023 Goldman Prize in April, and supported her in advocacy efforts before the UN in New York and the US government in Washington.

We worked with our partners Cubalex to submit a UPR report on the on going violations of the right to freedom of association in Cuba, and a report to the Committee on the Elimination of Discrimination Against Women (CEDAW). We welcomed the positive decision from the Inter-American Commission on Human Rights (IACHR) in the Payá, et al. case which held Cuba directly responsible for the killing of democratic activists Oswaldo Payá and Harold Cepero. We joined partner organizations from around the world in submitting two amicus briefs before the Constitutional Court of Colombia addressing international human rights standards on the protection of human rights defenders and the use of penal sanctions in defamation cases. Our Sr. Staff Attorney for civic space participated in a panel discussion and presented on international standards related to access to information, and particularly access to military archives as part of the obligation to search for forcibly disappeared persons.

We continued our active engagement with the mechanisms of the Inter-American human rights system. Also in July, we joined four Mexican organizations in litigating the case of Ernestina Ascencio Rosario and others vs. Mexico before the Inter-American Court of Human Rights (IACHR). In September, we conducted a working visit to the Dominican Republic, during which we met with local partners and interviewed our clients whom we represent in the Juliana Deguis and others v. Dominican Republic case and in precautionary measures to gather up-to-date information to submit to the IACHR. In October, our legal team argued on behalf of victims before the IACHR in a long-awaited hearing on the Perez Lucas and others vs. Guatemala case, along with our 1990 Human Rights Award laureate Amílcar Méndez. Regarding Guatemala more broadly, we held several advocacy meetings on the critical situation of democracy and

human rights in the country, and met several key officials, including the OAS Secretary General Luis Almagro in September.

Following the positive decision we received in the Payá case in June, in which the IACHR holds the Government of Cuba responsible for the assassination of pro-democracy leaders Oswaldo Payá and Harold Cepero, Kerry Kennedy and Angelita Baeyens participated in a side event during UNGA week discussing the human rights situation in Cuba. On September 20, we hosted a panel titled “Venezuela and the ICC: Resuming the Investigation.” This event, the first in a series organized by RFKHR and Foro Penal, aimed to shed light on the ongoing investigation at the International Criminal Court (ICC) related to Venezuela and set expectations for the year ahead. In October, RFKHR and Foro Penal met with the legal team of the ICC’s Prosecutor’s Office in Madrid. The goal was to develop strategies for civil society to support the investigation of crimes against humanity in Venezuela.

ASIA

In January, Kerry Kennedy met with Acting Assistant Secretary of State Erin Barclay to brief her on our work in the region and provide recommendations on what can be done to ameliorate concerning human rights situations. In April, together with our partners, we submitted two UPR reports to the HRC on human rights violations and closing civic space in Bangladesh.

In May, we participated in a symposium on the situation of the Rohingya people. Our VP participated in a closed-door meeting on accountability for serious human rights violations in South Asia, held in Nepal in early May.

In July, we and our partners Perseus Strategies welcomed a positive opinion from the UN Working Group on Arbitrary Detention (UNWGAD) in the case of Theary Seng v. Cambodia affirming that she is indeed arbitrarily detained and calling for her immediate and unconditional release.

INTERNATIONAL ADVOCACY & LITIGATION

CONTINUED

In August, we organized a Tom Lantos Human Rights Commission briefing on Bangladesh, where our former Wilson Fellow, Kirsti Ueda, presented on the human rights situation in Bangladesh leading up to the election.

In September, we hosted our partner, exiled Bangladeshi human rights defender Mohammad Ashrafuzzaman, and facilitated and participated in advocacy meetings between him and the US Departments of State and Treasury, Congressmembers, and civil society in DC and New York. In October, our Human Rights Legal Fellow Belén Aguinaga hosted a webinar, in which Ashrafuzzaman and other experts called for the use of Bangladesh's upcoming UPR to address serious human rights violations occurring in the country. In October, we submitted alternative UPR reports focusing on press freedom in Cambodia and Vietnam in collaboration with Freedom House, the Committee to Protect Journalists, and Covington and Burling LLP.

CIVIC SPACE

In April we hosted an Inter-Mechanism Dialogue at the University of Pretoria in South Africa. Participants included members of the ACHPR and the IACHR, as well as civil society from both regions. The Dialogue was preceded by three CSO virtual consultations. The Dialogue proved to be a fruitful platform for both Commissions to create a roadmap to strengthen and institutionalize their strategic cooperation. Our Sr. Staff Attorney for Civic Space participated in multiple events in the context of the 30th Anniversary of World Press Freedom Day in New York, and joined discussions related to the protection of freedom of expression, strategic litigation against public participation (SLAPPs), countering spyware's threats to freedom of the press and expression, and violence against women journalists. In May, she also spoke on the panel "Surveillance Spyware Technologies Raise Alarm Bells" during the 2023 Rule of Law Webathon Week.

In July, we conducted several soft launches of the Civic Space Case-Tracker with the organizations whose cases are represented. In October, we officially beta-launched the Tracker, and Ikechukwu Uzoma presented the Tracker to the ACHPR Litigants Group. In October, we organized consultations with human rights defenders from around the world, and, as part of a large coalition of international human rights organizations, we hosted the 25th Anniversary Commemoration of the UN Human Rights Defenders Declaration, with participation from UN Special Rapporteur on Human Rights Defenders Mary Lawlor, IACHR President and Rapporteur on Human Rights Defenders Margarette May Macaulay, and human rights defenders from around the world. In November, we submitted an amicus brief to the IACtHR for their forthcoming Advisory Opinion on climate change. Also in November, Sofía Jaramillo attended the joint commemoration of the International Day to End Impunity for Crimes against Journalists and the 25th anniversary of the Office of the Special Rapporteur for Freedom of Expression of the OAS.

BUSINESS AND HUMAN RIGHTS

ENGAGING THE INVESTMENT SECTOR FOR GOOD

The RFK Compass Investors Program kicked off the year planning for our rescheduled Winter Investors Conference in the midst of growing attacks against ESG and DEIA, core programmatic areas for the program. In parallel, we connected with core programmatic partners from One Fair Wage and the Investors Circle Toward Decarceration to strategize investor campaigns and content for the year, continuing the program's commitment to supporting the rights of workers and stopping the financing and growth of mass incarceration. The team also launched its inaugural Alpha Equity survey to assess the DEIA efforts of the institutional investors and asset managers in our network in collaboration with Lenox Park Solutions.

BUSINESS AND HUMAN RIGHTS

PROGRAM SUMMARY

INVESTOR ENGAGEMENT AND PARTNERSHIPS

WORKERS' RIGHTS

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), New York State Common Retirement Fund, Office of the New York City Comptroller 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 March, we joined an investor rally held by the Bull of Wall Street calling for publicly traded companies to end this practice and honor the dignity of workers by paying them a livable wage.

Continuing our engagement through shareholder advocacy, we also signed on to the following investor statements/letters:

- Public Shareholder Letter to Meta on Facebook and their complicitness with the Rohingya Crisis.
- Investor letter in support of FTC ban on noncompetes.
- Signed on to Private Equity Labor Rights Platform which calls on private equity firms to institute a set of standards to improve working conditions at the portfolio companies they own.

The team continued its focus on workers who face a heightened risk of rights and dignity violations, including education workers and tipped workers like restaurant workers. To bolster our efforts, we are working on an investor brief focused on explaining the rights and dignity of workers, why this issue matters to investors, and actions that can be taken. We joined efforts to advance the rights and dignity of workers including joining a statement by our partner, the Interfaith Center for Corporate Responsibility, calling for "Investor Support for a Living Wage for U.S. Workers."

CIVIC SPACE

As part of an organization-wide commitment to stopping the growth of mass incarceration, RFK Compass Investors continued its ongoing partnership with the Investors Circle Toward Decarceration, driving investors toward community-based investment solutions as an alternative to the incarceration models of our justice system. The team met with coalition members including Communities Not Prisons, Fight Toxic Prisons, and Presente, at a retreat in DC, to discuss the coalition strategy, goals, activation points for campaigns, and resources to drive meaningful progress. The team is currently supporting the coalitions: (1) investment engagement strategy, (2) fundraising efforts particularly to support the operations and management of the Circle, and (3) content development including a community toolkit that will help communities understand how prisons are financed and what they can do to intervene with the financing process.

MASS INCARCERATION

As part of an organization-wide commitment to stopping the growth of mass incarceration, RFK Compass Investors continued its ongoing partnership with the Investors Circle Toward Decarceration, driving investors toward community-based investment solutions as an alternative to the incarceration models of our justice system. We collaborated with the Circle on initiatives and efforts to block prison financing and support Stop Cop City organizing in Atlanta and a letter to banks urging them to refuse to assist and participate in Sacramento County's efforts to build the new jail annex with funding from the municipal bond market, a \$925 million bond deal. We are also developing an investor brief on Stopping The Financing of Mass Incarceration and actions for our investment community to take.

BUSINESS AND HUMAN RIGHTS

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DEIA AND ACCESS TO CAPITAL

In our groundbreaking collaboration with Lenox Park Solutions (LPS), we have made notable strides in advancing diversity, equity, inclusion, and accessibility (DEIA) goals in the investment industry this year. Through the use of LPS' data aggregation technology, we conducted the first-ever Alpha Equity survey, which evaluated the DEIA initiatives of institutional investors and asset managers in our network.

We received an encouraging response to the first phase of the survey, with 24 GPs and 14 LPs in our network participating. It was interesting to note that some LPs were surprised to be asked the same DEIA questions that they typically ask their own managers, highlighting the need for more transparency and accountability in the industry. Preliminary findings will be shared at the upcoming Summer Conference, and the survey will remain open to investors through the summer. Additionally, we will be presenting the very first Alpha Equity in Action award to recognize industry frontrunners who have shown commitment to promoting DEIA within their organizations and the industry as a whole. We are grateful to the Kwanza Jones and José Feliciano Initiative's sponsorship of the Alpha Equity Council and their support of RFK Compass Investors' programmatic efforts.

At our 2023 Flagship Summer Investors Conference, Jason Lamin, the CEO of Lenox Park Solutions, presented our research findings from our first-ever Alpha Equity Survey to 150+ investors in the audience. This survey, which was done in partnership with Lenox Park Solutions, evaluated the diversity, equity, inclusion, and accessibility (DEIA) initiatives of 14 institutional investors and 24 asset managers in our network and also marked the first significant aggregation of Limited Partner staff diversity data. At the conference, we presented the very first Alpha Equity in Action award to Tom DiNapoli, the New York State Comptroller, for his extraordinary leadership in promoting DEIA within their organizations and the industry.

The team is working on publishing the results of our 2023 survey, using the research generated by the survey to urge firms to adopt further policies and commitments related to DEIA and celebrate the LPs and GPs in our network who have been committed to DEIA. In tandem with the Alpha Equity Survey, we are working on publishing an Investor Brief on DEIA and Access to Capital explaining the need and benefits of a diverse organization and investment teams in particular to investors, as well as actions that these firms can take to promote DEIA within their organizations.

EVENTS

The RFK Compass team welcomed investors in Miami for our rescheduled Winter 2023 RFK Compass Investors Conference. Gathering close to 150 investors, the regional event provided an excellent platform for impactful discussions and networking opportunities.

As we near the start of our highly anticipated Summer Investors Conference, we are thrilled that over 250 attendees will be joining for three days of engaging content and networking. Special thanks to our Board members and their respective firms for supporting us, and those Advisory Council members of RFK Compass who act as ambassadors of our event.

BUSINESS AND HUMAN RIGHTS

CONTINUED

Following the explosive growth of AI, the team organized a Fall Summit on AI, Ethics, and Investments, in November in NYC which brought together stakeholders from our community of institutional investors, asset managers, and civil society advocates. The team partnered with BNY Mellon and Lucid Capitalism to explore the recent surge in investments in AI technologies and the role investors play in shaping the future of these technologies. The summit tackled the social justice implications of AI, the pivotal role of investors in steering the development of responsible and rights-affirming tech, and much more. One of the key panels was Asserting LP rights, Responsible Technology & Accountability for Investor, which explored the role institutional investors play in managing and mitigating the human rights risks of emerging technology in their venture capital and direct investment portfolios, featuring NYC Comptroller Brad Lander, as well as Erin Harkless Moore, Senior Director of Investments at Pivotal Ventures.

Building on Workplace Dignity's collaboration with Speak Truth to Power, we hosted a panel conversation at the 2023 Teacher Training Institute in San Diego. Senior Advisor Jeffrey Siminoff moderated a conversation with two educators in Southern California—Guadalupe Carrasco Cardona and 2022 Teacher of the Year Timothy Stiven, where they discussed what dignity meant for them at work in the classroom, the value of community and using their voice to “speak up and speak out,” and what administrators and decision-makers can do to effectively address these issues. Jeff Freitas (President, California Federation of Teachers) also shared remarks on challenges facing LGBTQ+ students and school faculty and staff.

In November, we co-hosted an event with One Fair Wage in Boston. We focused on mobilizing action around ending the subminimum wage for tipped workers and building on a multi-year partnership and commitment to ending the subminimum wage for tipped workers.

THOUGHT LEADERSHIP

Our team is actively generating original content and guidance pieces, aiming to create captivating and frequent material for our investor network. We are seeking additional resources and support to elevate the quality and frequency of our content production.

During a time of widespread criticism of ESG, particularly by political figures, Sancia Dalley collaborated with Kerry Kerry to co-author a notable piece in Quartz magazine, underscoring the fact that it is imperative that investors stay the course — no matter the noise — to ensure investments manage and mitigate risks, create value and profit, and support people and the planet so all can thrive.

BUSINESS AND HUMAN RIGHTS

CONTINUED

The Washington Post published Senior Advisor Jeffrey Siminoff's response to their article "Hazardous air quality takes a toll on outdoor workers." In his Letter to the Editor, Jeffrey reinforces the need for the federal and state governments, alongside employers, to take action to protect workers from the short- and long-term effects of climate change and extreme weather. Senior Advisor Jeffrey Siminoff was also (alongside Shijuade Kadree of the Aspen Institute) featured in the National Center for Women in Technology's widely attended Conversation for Change. Against the backdrop of anti-DEI proposals, policies, and legislations across the U.S., they discussed the complicated landscape, progress around outcomes and transparency, and challenged counternarratives to the value of diversity, equity, and inclusion.

In late September, HR Data Labs published a podcast featuring Jeffrey in conversation with Dr. Dawn Nicholson where they discussed the evolution of diversity, equity, and inclusion; and its challenges and opportunities today—including the importance of leaders to reaffirm their commitment.

OUR IMPACT

- Legislative action through the One Fair Wage Coalition: D.C. ballot measure passed to raise tipped worker wages from \$5/hr to \$16.75/hr.
- Partnership with Lenox Park Solutions launched to survey RFK Compass Investors' DEIA activities with responses from 24 GPs and 14 LPs from within our network.
- Drafted three investor briefs to elevate actions investors should take as it pertains to centering human rights in investing.

HUMAN RIGHTS EDUCATION

EMPOWERING THE NEXT GENERATION OF HUMAN RIGHTS DEFENDERS

In 2023, the Human Right Education (HRE) program focused on building out the whole school approach with partner schools and cultivating potential new partnerships for the 2023-2024 school year. Our work with our whole school partners includes professional development for teachers, workshops on human rights and leadership development for students, and help with identifying community partners and programming for students. While developing whole schools is the program priority, more traditional work has continued, including the video contest and use of theater/defender monologues to engage students in human rights learning.

HUMAN RIGHTS EDUCATION

PROGRAM SUMMARY

PARTNERSHIPS AND KEY RELATIONSHIPS

SUSTAINABLE DEVELOPMENT SOCIAL NETWORK USA

The HRE program has worked with SDSN USA on a number of fronts: Dr. Helen Bond of Howard University, served as a HRE Speaker series speaker; Karen Robinson presented during the US Summit on Transformative Education; and Karen and Rebecca Canton facilitated a thematic session on HRE and human rights.

EL DÍA DESPUÉS (EDD):

The HRE program started a partnership with EDD prior to the start of the pandemic with a plan to introduce HRE through theater across Mexico. While Covid halted the initial plan, we have now re-engaged to conduct week-long workshops for university students and faculty in 5 states across Mexico through 2024. The first of these sessions was held in March in Torreon with 20 participants from regional universities. The second in September in Chihuahua with participants from Chihuahua and Juarez.

NARRATIVE 4

In collaboration with Narrative 4, the HRE program is strengthening our use of storytelling to further enhance classroom learning and support the development of empathy and understanding. The initial partnership focuses on in-service professional development.

EVENTS

- **Piney Woods School Performance:** The HRE team along with the Fund II Foundation worked with the Piney Woods School's Dean of Students and 12 students to create monologues featuring original Speak Truth To Power defenders as well as defenders local to Mississippi. The performance included the 12 monologues, dances

representing the countries Piney Woods students are from, and songs from the school choir.

- **SDSN US Summit on Transformative Education:** RFKHR staff conducted a workshop on Human Rights Education and the SDGs as well as facilitated a session for participants interested in HRE.
- **El Dia Después (EDD):** The first in a series of workshops was held in Torreon, Mexico. The three day workshop included 20 students and a professor with the final monologues highlighting local women and journalist defenders. The second was held in Chihuahua, Mexico and included 20 students and a professor with the final monologues highlighting local women and journalist Defenders.
- **Social-Emotional Learning (SEL) Training with RFK Switzerland:** We provided an in-depth three hour SEL training for RFK Switzerland and Kerstin Bitar of Kunsthau Zurich.
- **Tennessee expansion:**
 - **Memphis:** Began prospecting new partnership opportunities and are looking forward to hosting educator trainings this summer for The Big We Foundation, which works with girls at community organizations throughout Memphis. Toured Crosstown High, a public high school, and started talks about ways we might partner in the upcoming school year and are continuing to strengthen and build on our work with Lausanne.
 - **Johnson City:** Led an educator training for the 9th grade English teachers who plan to integrate STTP lessons throughout the department in the Fall, as well as produce monologues like the Piney Woods students in the Spring. We'll present a session on HRE at the Niswonger Rural Life Institute which serves 18 school districts, 85% of which receive Title I funding and 73% of which are rural.

HUMAN RIGHTS AND EDUCATION

CONTINUED

- **Summer Institutes:** Returning to in-person formats after a few years off, the summer institutes were held in San Diego (Keynote: Eva Pacheco of Eje Academies), Austin (Keynote: Jehmu Greene), and NYC (Keynotes Iman Le Claire of Trans Asylias and Dale Williams of Midnight Run). A strong focus on local partnerships, local educator presentations, and community engagement which laid the groundwork for additional whole school partnerships.
- **Big We Training:** The HRE program conducted a two-day virtual training with the Big We staff, introducing them to the human rights framework and HRE. Theater and Human Rights workshop with El Dia Después.
- **National Council of Social Studies:** Kerry Kennedy served as a keynote speaker at the National Council of Social Studies conference from November 30 to December 4 in Nashville, TN. RFK Human Rights' defender monologues were performed, and our HRE program was presented in a few different workshops throughout the conference, including a full day clinic.

SPEAKER SERIES

- **Katherine Yushchenko:** The War in Ukraine One Year In. Moderated by Carolyne Sauda from Bangor High School.
- **Danielle Pollack:** Protecting Women and Children - From Policy to Enforcement. Moderated by Madelynn Campbell from Science Hill HS.
- **Dr. Jongwoo Han and Lead Educator Mona Al-Hayani:** Wartime Sexual Violence Against Women - A Case Study of Comfort Women during WWII. Moderated by Mya Glover from Toledo Early College High School.
- **How to Talk About Race in the Classroom Panel:** featuring Guadalupe Cardona (BAM! Academy), Dr. Ndindi Kitonga (founder of Angeles Workshop School), Dr. Kern Jackson (Folklorist and Co-Producer of Descendants), and three students (Julio Gomez, Emely Hernandez, and Sebastian Herrera:

from Lauren McCoy's Manhattan Academy for Arts and Language AP class who discussed their pioneering Equity Roundtables.

- **Zaynab Nawaz, Senior Director Women Moving Millions:** From Programming to Philanthropy, A Conversation About What we Need to Advance Women's Human Rights.
- **Peter Bromberg, Associate Director, Every Library: Freedom of Opinion and Expression:** A Human Rights-Focused Conversation on Book Bans.
- **Joe Eldridge, Co-Founder, Washington Office of Latin America (WOLA):** Human Rights in Latin America - a historical perspective and current assessment.

FILM SERIES

- **Descendants:** Movie screening and panel discussion with Director Margaret Brown, Co-Writer and Co-Producer Dr. Kern Jackson, descendant Veda Tunstall-Robbins, and Anasa Troutman, founder of the Big We. Moderated by Jayda Howard of New Harmony HS
- **In Her Hands:** Movie screening and panel discussion with Directors Tamana Ayazi and Marcel Mettelsiefen. Moderated by Lead Educator Meredith Towne and students Jordan Landeros and Mohamed Camara. Live debrief with Kristi Ueda.
- **With This Light:** Movie screening and panel discussion with Kerry Kennedy; Jessica Sarowitz, Executive Producer; Nicole Bernardi-Reis, Co-Director and Producer; Laura Bermudez, Co-Director. Moderated by Carolina Diaz, Notre Dame Academy Girls HS.
- **Emerging Leaders trip:** This trip is an opportunity for partner school students to connect with a human rights issue (this year's theme was environmental justice and sustainability) so they are better equipped to address issues in their home communities. The students met with representatives from the EPA and NOAA. Additionally, the students participated in a service project with the Euclid Street Community Garden.

YOUTH ADVISORY BOARD

Young Defender Project: The STTP Youth Advisory Board (YAB) identified 15 young defenders working on a range of human rights issues and exemplifying what the next generation of human rights defenders look like. The defenders who were profiled include:

Gwyneth Murphy	Seung-Hyeon Kim
Benjie Allen	Aquno Lena Vann
Sam Hiner	Emma Lembke
Lakshta Kanhaiya	Hayathe Ayeva
Peter Passaro	Titus Pakalah
Polit Gok Waar	Badge & Lander Busse
Ose Ehianeta Arheghan	Rupkatha Banerjee
Christian Yohannes	

RFK Youth Voters Initiative: An interactive and engaging two-part project that is geared towards young people to amplify their civic engagement and voter turnout ahead of elections at the local, state, and national levels.

Remembering Harry Belafonte: A series of interviews with those who knew the late singer, actor and civil rights leader best, Gina Belafonte Maria Belafonte and David Goodman.

OUR IMPACT

- Following the Emerging Leaders trip, the Bangor HS students recorded a podcast with Northern Light Health CEO Tim Dentry on the topic of sustainability, showcasing the effectiveness of the HRE whole school model in strengthening community action and partnerships.
- The Speaker and Film series reached over 1,000 viewers.
- Engaged in human rights education training and dialogue with over 100 educators through our summer institutes.

JOHN LEWIS YOUNG LEADERS

In fall 2023, the first cohort of 15 fellows were onboarded in the inaugural John Lewis Young Leaders Fellowship (JLYL) – a year long professional development program that prepares students to become the next generation of human rights defenders and community organizers. Through their capstone projects, our JLYL Fellows will bring awareness and help mitigate the effects of various human rights issues they see on campus and in their communities.

JOHN LEWIS YOUNG LEADERS

PROGRAM SUMMARY

OUR APPROACH

In 2023, our students amplified awareness about human rights on campus and mobilize their peers to take action on a variety of issues, including:

- Students at St. Katherine University in Minnesota are partnering with their local Black Student Association (BSA) and a community non-profit called Atlas of Blackness to create a documentary focused on highlighting the many challenges foster youth face after aging out of the foster care system.
- Students at Howard University have partnered with the Howard Student Government Association and Howard's LGBTQ student organization CASCADE to volunteer at a local DC non-profit to provide direct services for immigrants arriving on buses from the southern border.
- Students at the University of Pennsylvania, through the Penn Period Project, have served menstruators in need by distributing menstrual products to over 1000 unhoused women around the university since their chapter of Young Leaders adopted the pet project in the fall of 2021.
- Students at Texas State University in San Marcos, TX, collected petitions from 892 students in support of a proposed ordinance that would decriminalize possession of small amounts of marijuana.
- Students at New York University collaborated with Young Leader chapters at 3 of their sister chapters within the City College of New York (CUNY) to host a campus-wide event for World Condom Day, distributing condoms and safe sex kits to well over 3000 students across all 3 campuses.

THE 2023-2024 COHORT OF FELLOWS' WORK CONTINUES TO ALIGN WITH OUR ORGANIZATIONAL PRIORITIES:

- Autumn Buckley at Howard University is working with the International Litigation Team on Global Advocacy for LGBTQ Human Rights Issues
- Thomas Dessoye at Villanova University is working with David Hogg at March For Our Lives, one of our 2018 Human Rights Award Laureate, on gun safety and suicide prevention in rural communities of Pennsylvania.
- Lucina Kayee at St. Katherine's University worked with the U.S. Advocacy and Litigation team on the devastating effects of solitary confinement of children in Minnesota detention centers.

OUR IMPACT

- Young Leaders has operated chapters on 26 college campuses across 19 states with an estimated reach of over 10,000 community members.
- Approximately 50% of our chapters have been at minority serving institutions, ensuring that our impact is reaching those who are most vulnerable and historically underrepresented.
- We have organized 3 retreats – 2 in-person and 1 virtual – with over 500 attendees.
- 36 student leaders have served as campus ambassadors in charge of leading their individual college chapters, with an estimated lifetime membership between 175-200 students.
- John Lewis Young Leaders remains engaged with 27 college campuses across 19 states with an estimated reach of over 10,000 community members, each renewing for the 2024-2025 recruitment cycle.
- For the 2023-2024 cohort, approximately 40% of applications came from HBCUs and minority serving institutions, ensuring that our impact is reaching those who are most vulnerable and historically underrepresented, with 80% of our current cohort made up of students of color.

WORKPLACE DIGNITY

HUMAN RIGHTS DON'T END AT THE WORKPLACE DOOR

Throughout the first half of 2023, our team focused on reconstituting our Advisory Council, both to add advisory and reputational heft and financial support to our program, while continuing to shape and establish our leading place in the workplace dignity narrative. Alongside that, we continued to build out workplace dignity resources and support for organizations, fine-tuned the structure of our Voices of Dignity initiative, submitted multiple grant funding proposals, and deepened collaborations with other programs. Leveraging the range of experience, expertise, and networks on the Workplace Dignity team, we continue to highlight the importance of dignity for all workers.

WORKPLACE DIGNITY

PROGRAM SUMMARY

ACTIONS AND CAMPAIGNS

EQUIPPING WORKPLACES AND THEIR LEADERS WITH ACTIONABLE RESOURCES

In response to feedback from our partners and Board, we updated our core resource platform (on the Workplace Dignity site) and continued to develop different ways to present our recommendations to ensure broad engagement and enhance opportunities for more “commercial” use. Our former research fellow has completed his work at Wharton (in partnership with us) on CEO/employee pay ratios, and we will continue to draw from it on a go-forward basis. We continued to develop potential consulting relationships, pitch our services and provide support to RFK stakeholders, including Board members and Advisory Council members and their colleagues.

SUPPORTING DIGNITY-ADVANCING LEGISLATION AND MOVEMENTS

After supporting the DC Domestic Workers Bill of Rights (passed, December 2022), we continued to support the coalition press for implementation, including by submitting written testimony to the DC Department of Employment Services and amplifying efforts to fund the bill fully.

With Compass, we signed a joint investor comment to the FTC in support of banning noncompetes, which builds on previous content and our resource platform on why non-competes are a workplace dignity issue.

VOICES OF DIGNITY

We have begun laying the groundwork for launching this new initiative focused on amplifying actionable resources and building community among workplace dignity-champions. Our first segment will be at the end of June 2023 at the Speak Truth to Power Summer Institute, where we will focus on educators and school staff as workers.

PARTNERSHIPS AND KEY RELATIONSHIPS

ADVISORY COUNCIL

We reconstituted our Advisory Council with new members across a range of industries, yielding new programmatic financial support. In early June we convened these leaders. This reformed Advisory Council will help guide and advise on our programming and revenue generation efforts.

ORGANIZATIONS REPRESENTED INCLUDE:

- Kenvue/Johnson & Johnson
- Arsenal Capital Partners
- Chipotle
- Google
- WPP
- United Minds (a Weber Shandwick company)
- YMCA – Honolulu
- Harvard Business School
- Weatherhead Center – Harvard University

WORKPLACE DIGNITY

CONTINUED

RFKHR COLLABORATIONS

With Speak Truth to Power, we are highlighting the challenges school faculty and staff face, supporting efforts to advance economic dignity with Compass via support of partner events like with One Fair Wage, and supporting RFKHR itself with internal operational support.

EXPANDING OUR NETWORK

To further expand our network of and create the foundation for future work, we continue to attend in-person and other convenings, including the invite-only Race, Gender & Equity at Work Research Symposium, hosted at Harvard Business School, while also expanding one-to-one relationships.

THOUGHT LEADERSHIP

Longer-form Content and Interviews – In response to the current rash of “anti”-diversity efforts and in anticipation of upcoming Supreme Court decisions on affirmative action, Senior Vice President Jeffrey Siminoff published an op-ed in Quartz titled “Workplace diversity is under attack: Here’s how employers should respond.” The piece highlights how leaders can stay committed to diversity, equity, and inclusion – even as disingenuous arguments blame DEI efforts for business failures and discrimination. Following up from an invite-only roundtable last year, Russell Reynolds Associates recently published a report mapping the global landscape of Chief Diversity Officers, highlighting Siminoff’s reflections on the need for employers to support DEI teams and the teams collaborating with them. This report, alongside Siminoff’s perspectives on the unique challenges of the Chief Diversity Officer role, were also featured in a piece in The Messenger.

RAPID-RESPONSE MESSAGING

Our quick turn-around-content has included the impact of noncompete clauses on economic mobility, connecting how Covington & Burling LLP and Burch Porter & Johnson taking on the cases of the expelled Tennessee reps reinforces workplace dignity, CEO/employee pay ratios and the idea of shared sacrifice, the positive impact of ending gag provisions in severance agreements for workplace dignity, and the necessity for organizational leadership to reiterate their commitments to LGBTQ rights this Pride month – especially in light of ongoing and forthcoming challenges and attacks. These and other responsive pieces broaden the workplace dignity audience and expand the workplace dignity framework to issues that may not be as apparently tied.

SPEAKING ENGAGEMENTS & OTHER CONVENINGS

We have continued to participate in speaking engagements and other convenings to raise the profile of the program and elevate the concept of workplace dignity to a broader audience.

Engagements have included:

- A panel conversation at the Compass Conference in Miami on “Creating Inclusive Investment Strategies and Teams for Greater Returns and Impact”.
- Spring 2023 Board presentation on Workplace Dignity.
- A live conversation with Advisory Council member Marissa Andrada on her weekly CultureCast show.

WORKPLACE DIGNITY

CONTINUED

LOOKING AHEAD

We're so grateful for the Board members who have supported our work and look forward to their continued engagement, including through planned individual and small cohort follow-ups from the Winter Retreat. Along with that, for the remainder of 2023, we will focus on:

- Scaling and fine-tuning Voices of Dignity, our “trademark” initiative, including with specific events
- Revenue opportunities (implementing successful grants, seeking out new ones, and following leads – such as from this Board – for consulting opportunities)
- Expanding practical “how-to” and related offerings for companies and other organizations
- Forging community among dignity champions, such as through speaking and thought leadership and convening leading researchers and practitioner Leveraging (and continuing to expand) our Advisory Council for support on each of the above

OUR IMPACT

We are now the leading Google search result for “workplace dignity” and for the topic on LinkedIn and Twitter, and have seen CEO-level engagement on our thought leadership.

AFFILIATES

PROGRAM HIGHLIGHTS

RFKHR Greece was devastated by the passing of our beloved Marianna Vardinogiannis, a staunch RFK Human Rights supporter and incredible philanthropist. Her generous spirit and passion for her causes will survive through the Vardinogiannis Foundation which partners with RFK Human Rights to provide ongoing educational programming throughout Greece. RFKHR Greece continues to expand the network of Speak Truth to Power human rights education schools into areas outside of Athens with the support of the Ministry of Education.

We believe it is the intent of the Vardinogiannis family to continue in their support of the STTP program as Marianna would have wanted. However, numeric data as to the reach of the current programs has been difficult to compile due to the departure of Sophia Dartzali, Director of STTP and the internal restructuring of the Affiliate given the recent loss.

RFKHR Italy focused on four main pillars in its education program for 2023: Exploring the interaction between civic education and human rights by creating an National Observatory on Civic Education addressing human rights, sustainability and anti bullying; creating a 3rd civic education/human rights course, CivicAttiva, for teachers (with the result being 474 teachers completed the CivicAttiva online course and 99 of them took the program to 135 classrooms during the 2022/2023 school year); performing the Speak Truth To Power play in Rebibbia prison in Rome; and creating a Human Rights Digital Olympics in English that reached 35 teachers, 210 students, 35 schools and awarded 4 prizes. The Affiliate continues to work on Bobby's Dream for social and working inclusion of asylum seekers, refugees and migrants in Italy as well.

RFKHR United Kingdom has undertaken huge tasks to update its programming and attract new collaborators. They have revamped their website, are working with the Greater Manchester Combined Authority to secure new funding, commissioned an educational specialist to re-design Speak Truth To Power packs for schools and to generate long form content for future use, worked with artist Emma Evans to produce an educational illustrated book and

poster series of the 30 Articles of Human Rights, and co-produced and released "What are Human Rights?" a video that will be the first in a series of valuable teaching resources that will be co-produced entirely by children and young people that can be used in the classroom and beyond.

RFKHR Spain initiated an expansion into the Basque Country this past year and are in two schools there now, receiving prominent media coverage from events they have held in that region so far. They initiated a special STTP program at a refugee shelter in Catalonia and participated and presented at the annual AHRI Human Rights Conference in Bilbao. The RFKHR Spain student leadership council has grown to 18 students and, while currently dedicated to initiatives involving recycling in Madrid, it will soon collaborate with students from Italy on a more global project currently being designed.

RFKHR Spain has further expanded its reach in Andalusia adding two schools to the previous two. They also participated in a redesigned "Junior Law School" initiative for students from 15 different high schools all across Spain. Their STTP online platform has been adapted to include information linking human rights to the Spanish Constitution. Approximately 500 students participated in this project this year.

AWARDS

PROGRAM HIGHLIGHTS

BOOK AWARD LAUREATE

The Third Reconstruction: America's Struggle for Racial Justice in the Twenty-First Century
by historian Peniel Joseph

JOURNALISM AWARDS LAUREATES

High School Print

The Drug Crisis | Nighthawk News Magazine of First Flight High School
Kayla Hallac, Maren Ingram, Maggie McNinch, Taylor Newton, Kira Walters, Joey Krieg, Olivia Sugg, Fiona Finchem

High School Broadcast

Book Ban | Eagle Nation News of Prosper High School
Mithra Cama

College Journalism

Allies Welcome | Columbia University
Shakeeb Asrar, Tavleen Tarrant

Nontraditional Media and the John Seigenthaler Courage in Journalism Award

The Outlaw Ocean Podcast | CBC Podcasts and LA Times
The Outlaw Ocean Project

Domestic Print

Culture of Cruelty | Lee Enterprises Midwest, Capitol News Illinois, and ProPublica Beth Hundsdorfer, Molly Parker

International Print

Putin's Attack on Ukraine: Documenting War Crimes | FRONTLINE (PBS) and The Associated Press
Erika Kinetz, Tom Jennings, Annie Wong, Vasilisa Stepanenko, Michael Biesecker, Beatrice DuPuy, Sarah El-Deeb, Alison Kodjak

Radio

Podcast: Broken Doors | The Washington Post
Jenn Abelson, Nicole Dungca, Reena Flores, Sabby Robinson, Linah Mohammad

Domestic Photography

Hollywood's Finest | Los Angeles Times
Christina House

International Photography

The Siege of Mariupol | Associated Press
Evgeniy Maloletka

Cartoon

Cartoons by Joel W Pett | Lexington Herald-Leader
Joel W Pett

Domestic Television

In A Different Key | PBS stations nationwide, including in all top 50 markets
Caren Zucker, John Donovan, Ray Conley

International Television and Grand Prize

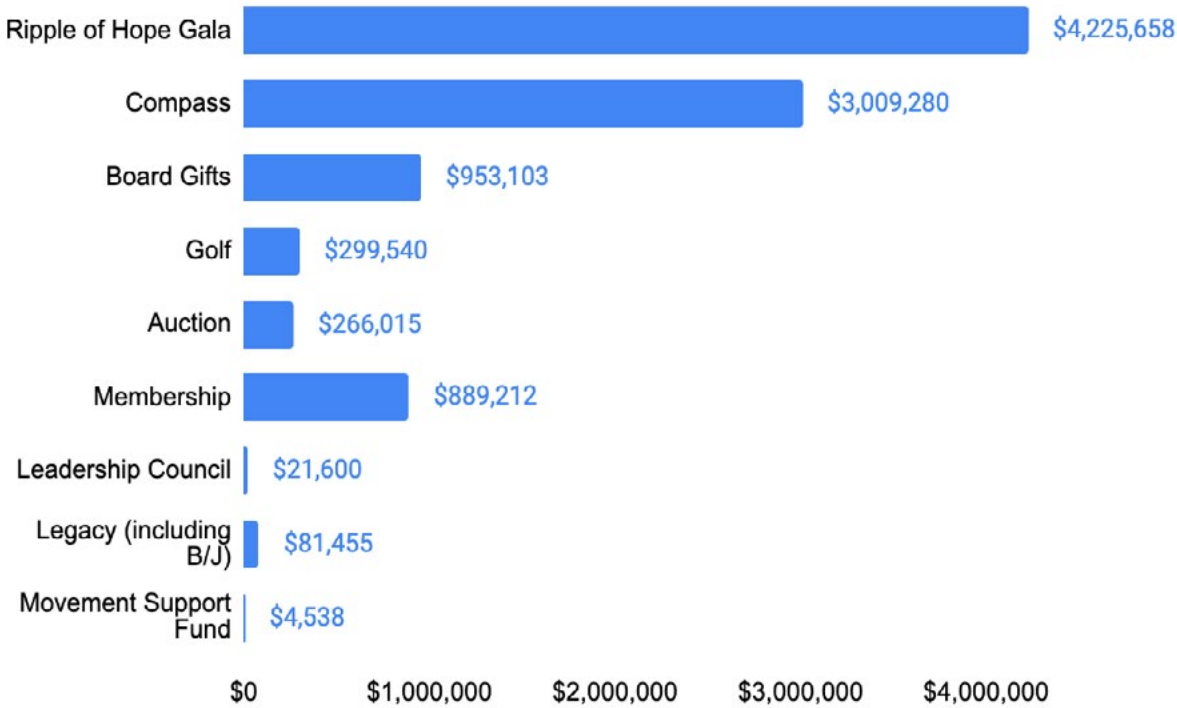
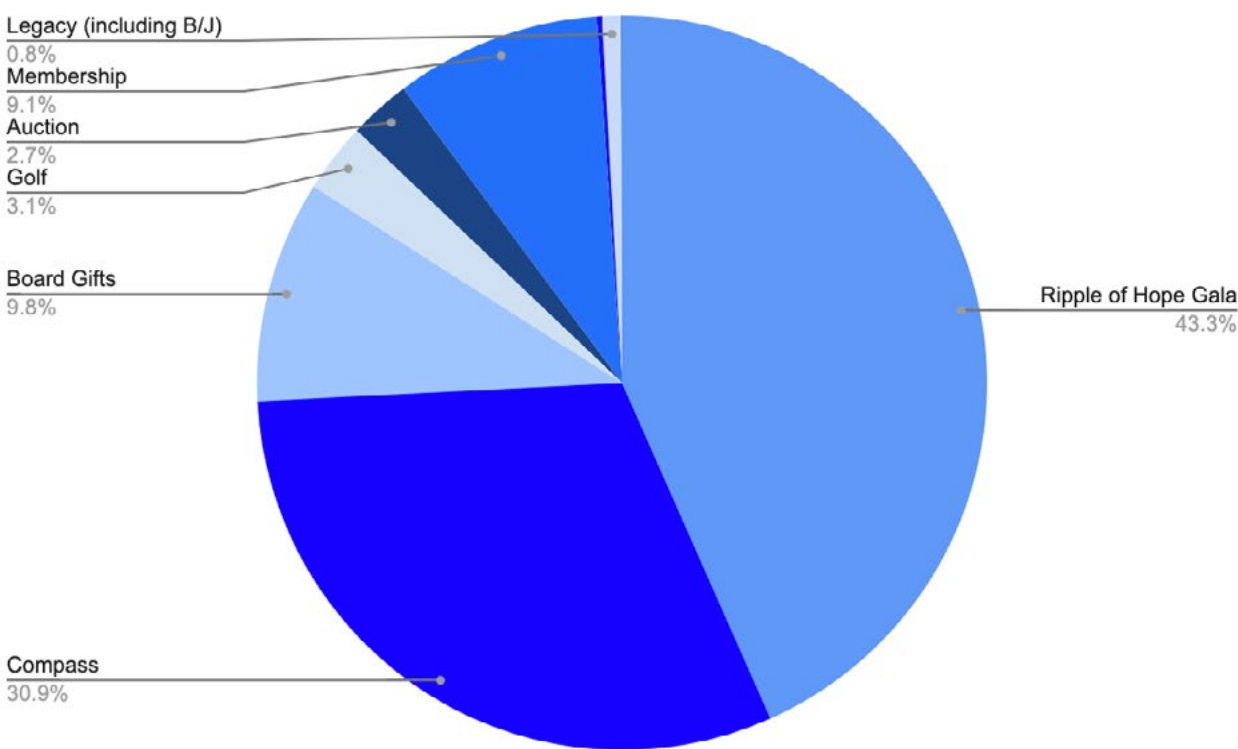
Putin's Attack on Ukraine: Documenting War Crimes | FRONTLINE (PBS) and The Associated Press
Erika Kinetz, Tom Jennings, Annie Wong

Criminal Justice

Motive Season 4 | WBEZ, Chicago Public Media
Shannon Heffernan, Rob Wildeboer, Jesse Dukes, Marie Mendoza, Kevin Dawson

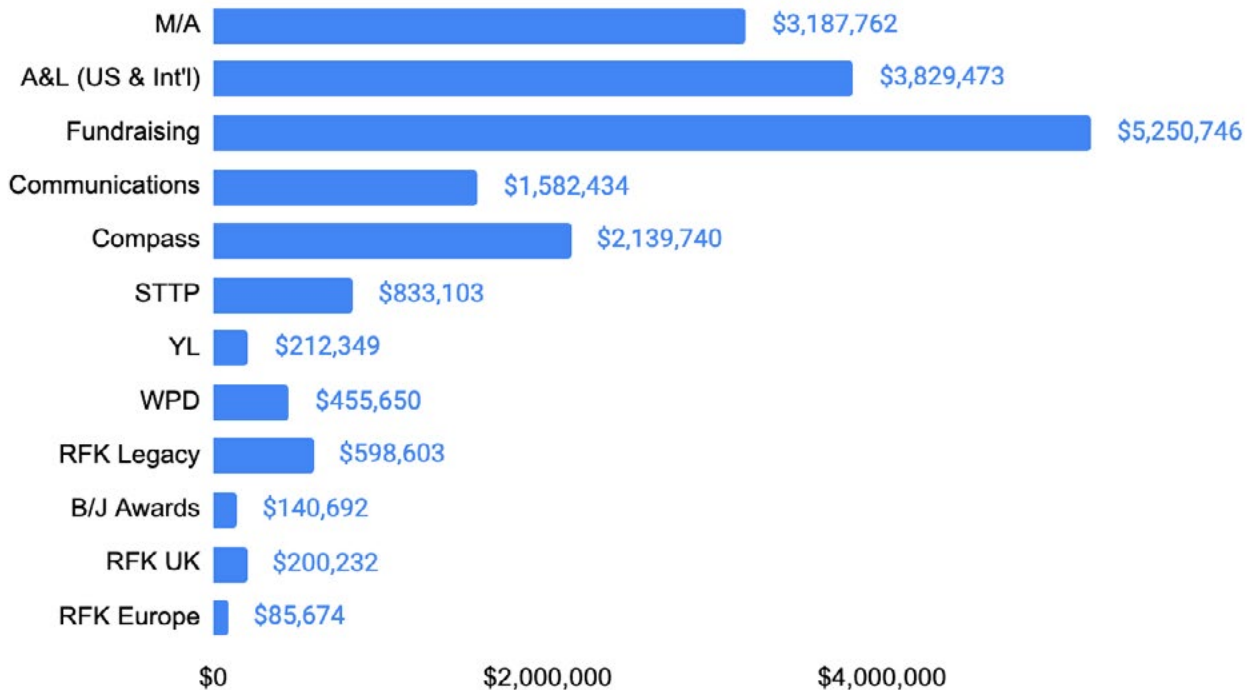
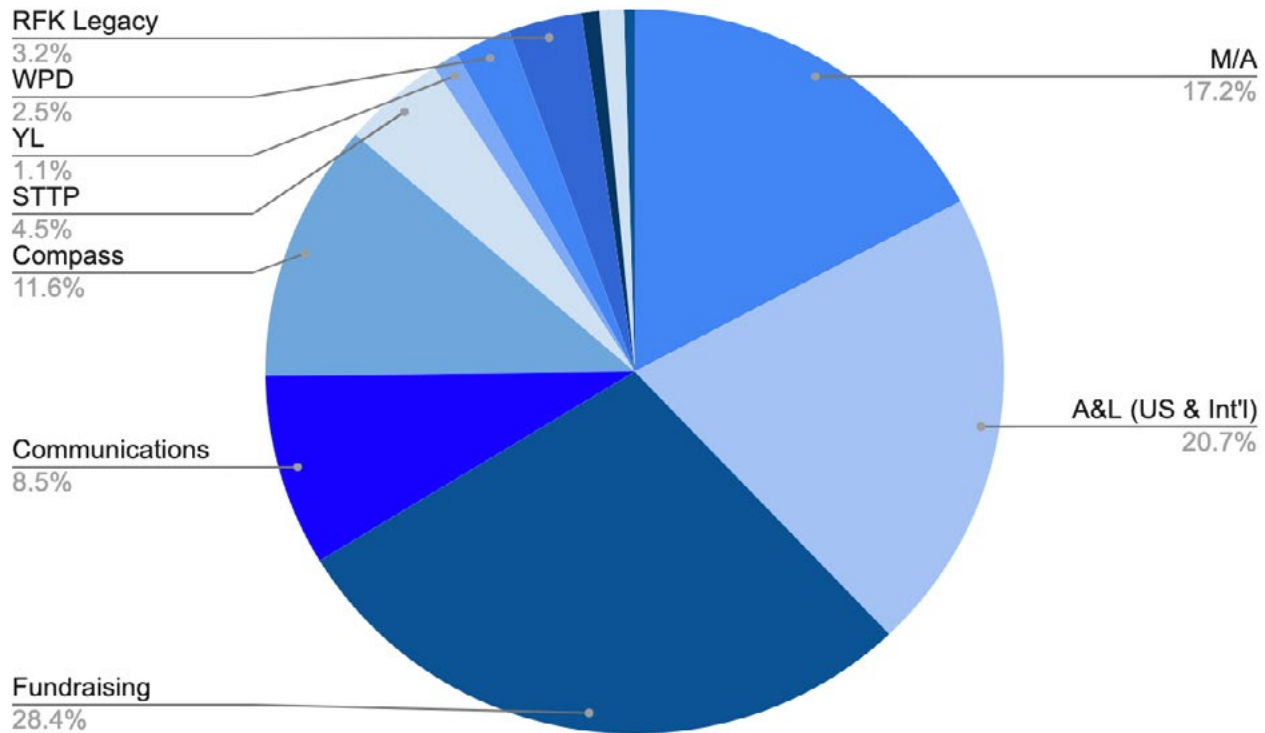
REVENUE

TOTAL: \$9,750,401



EXPENSES

TOTAL: \$18,516,458



**ROBERT F.
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HUMAN
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