

Ward 7 RFK Stadium Community Benefits Advisory Board

PROPOSED COMMUNITY BENEFITS AGREEMENT FOR THE RFK STADIUM SITE REDEVELOPMENT

Approved by the Ward 7 RFK Stadium Community Benefits Advisory Board

Date: July 9, 2025

WHEREAS, the Robert F. Kennedy Memorial Stadium Campus ("RFK Campus") is situated in Ward 7 of Washington, D.C., a community that has long experienced significant disparities in income, employment, health, education, and infrastructure relative to other wards in the District of Columbia; and

WHEREAS, Ward 7 is home to approximately 90,898 residentsⁱ

WHEREAS, the median household income in Ward 7 is \$69,109, just over half the citywide median of \$108,210, and the ward experiences a family poverty rate of 23.26%, nearly double the District average of 14%ⁱⁱ

WHEREAS, unemployment in Ward 7 stands at 14.3%, compared to 5.8% citywide, with labor force participation rates and job access hindered by both structural inequities and limited economic opportunities; andⁱⁱⁱ

WHEREAS, Ward 7 residents face systemic educational disadvantages, with only 32.1% of adults possessing a bachelor's degree compared to citywide rates of 63.6%; and^{iv}

WHEREAS, health outcomes in Ward 7 lag significantly behind those in more affluent parts of the District, with higher rates of obesity, smoking, asthma, and physical inactivity, and an average life expectancy approximately 15 years lower than in Ward 3; and

WHEREAS, Ward 7 households face infrastructure challenges, with limited access to full-service grocery stores, schools and training centers, healthcare providers, and safe pedestrian infrastructure; and

WHEREAS, the economic value of owner-occupied homes in Ward 7 is substantially lower (\$469,500) than the citywide average of \$659,950, reflecting disparities in property value growth and generational wealth accumulation;^v and

WHEREAS, the redevelopment of the stadium and surrounding campus is geographically constrained and bounded tightly by the Anacostia River and accessed by a limited number of major roadway arteries, which poses unique challenges for space planning and transportation. These constraints must be addressed through thoughtful, equitable strategies that ensure access to the stadium does not disrupt or diminish the quality of life in adjacent neighborhoods; and

WHEREAS, the redevelopment of the RFK Campus represents a generational opportunity to reverse long-standing structural inequities by ensuring equitable economic development, cultural investment, and sustained community access for Ward 7 and surrounding neighborhoods; and

WHEREAS, this Community Benefits Agreement aims to foster a tightly integrated economic development framework in Ward 7—one in which residents are raised, educated, trained, and ultimately employed, and housed within a cohesive ecosystem driven by the Commanders redevelopment. This ecosystem is designed to ensure that local individuals benefit across the full arc of opportunity, from youth programming and workforce development to career placement, entrepreneurship, and affordable homeownership; and

NOW, THEREFORE BE IT RESOLVED, the undersigned parties hereby commit to the following community benefits provisions, organized by core priority areas:

NOTE: *This document sets forth the substantive terms of the proposed Community Benefits Agreement (CBA) for the redevelopment of the RFK Campus. Upon final agreement by all parties, the finalized CBA will include detailed enforcement provisions, formal compliance mechanisms, and clear oversight structures to ensure accountability through the construction phase and the ongoing operation of the site.*

ARTICLE I: DEFINITIONS

For purposes of this Community Benefits Agreement:

The term “**Master Developer**” refers collectively to **Pro-Football LLC**, a Maryland limited liability company (“TeamCo”), acting on its own behalf and on behalf of its affiliates **StadCo**, **TeamAdminCo**, **ParkingCo**, and **DevCo** (each as defined in the Term Sheet). The Master Developer is the entity responsible for the redevelopment, construction, operation, and long-term activation of the RFK Stadium site and associated campus improvements.

Any references in this agreement to “the Master Developer,” “the organization,” or “the franchise” shall be deemed to refer to **TeamCo and its affiliates collectively** as defined herein, unless otherwise explicitly stated.

The term “**RFK Campus**” shall mean the parcels of land comprising approximately 180 acres within Reservation 343F in Southeast Washington, D.C., as identified on the Transfer of Jurisdiction Plat recorded February 5, 2025 (Subdivision Book 223, Page 13), including any public streets within or adjacent to those parcels that may be closed from time to time. For purposes of consistency and legal clarity, the RFK Campus as defined in this agreement shall be understood to be identical in scope and boundaries to the parcel described in formal agreements executed between the District of Columbia and the Master Developer.

“**Community Benefits Oversight Committee**” or “**CBOC**” means the committee established under this Agreement to monitor compliance, performance, and public accountability of the provisions herein.

ARTCILE II COMMUNITY BENEFIT PROVISIONS

The provisions set forth in this Community Benefits Agreement (CBA) are informed by substantive public input solicited through a structured engagement process coordinated by the Office of Ward 7 Councilmember Wendell Felder. This process was designed to ensure that community perspectives were meaningfully incorporated into the development of this agreement.

Community feedback was collected through five primary channels:

1. **Three Large-Scale Public Town Halls** hosted at key locations across Ward 7:
 - February 13, 2025, at Eastern High School
 - May 12, 2025, at The Strand Theater
 - May 22, 2025, at St. Coletta of Greater Washington
2. **Online Community Surveys**, explicitly soliciting ideas for inclusion in the CBA. The survey secured over 850 responses from Ward 7 residents and stakeholders.
3. **Written Submissions and Recommendations** collected throughout the engagement period from residents, advocates, and local organizations throughout the engagement period.
4. **A 9-member Community Advisory Board (CAB)**, composed of Ward 7 residents with both lived experience and subject matter expertise. The CAB played a critical role in distilling community input into actionable priorities and helped shape the content of this agreement.
5. **Five Community Listening Sessions**, with at least one session held within each Advisory Neighborhood Commission in Ward 7 to ensure equitable geographical representation and inclusion.

This agreement represents a shared vision between the District of Columbia, the Master Developer and the community. It seeks to faithfully reflect the priorities, values, and aspirations of Ward 7 residents and to embed those principles into the long-term redevelopment of the RFK Campus through enforceable, community-driven benefits.

ECONOMIC DEVELOPMENT AND JOB CREATION

1.1 Local Hiring and First Source Compliance

The Master Developer and all contractors, subcontractors, vendors, and concessionaires engaged in RFK Campus design, construction, operations, and maintenance shall:

- Exceed District's First Source Employment Program requirements, with a goal of at least 70% local hiring, and a requirement that not less than 40% of all new hires reside in Ward 7, with additional incentives for hiring returning citizens and District youth.
- Report hiring data quarterly, disaggregated by ward, race/ethnicity, gender, and job type.

1.2 Equitable Procurement and CBE Participation

The Master Developer shall allocate a goal of 41% of all RFK-related procurement to Certified

Business Enterprises (CBEs), exceeding compliance with the DC CBE Program under D.C. Official Code § 2–218.01 et seq., with absolute preference given to:

- Ward 7-headquartered CBEs, including those that are woman-, minority-, and veteran-owned.
- A lookback provision shall be applied to ensure that only businesses meaningfully established in Ward 7 prior to the announcement of the RFK redevelopment are eligible for Ward 7-specific priority consideration.

1.3 Business Resource Center

The Master Developer shall establish a Business Resource Center on the RFK campus, in partnership with the Department of Small and Local Business Development (DSLBD) and Department of Insurance, Securities, and Banking (DISB). The Center shall:

- Provide year-round access to technical assistance, government certification navigation, access to capital, loan-readiness training, and entrepreneurship development.
- Prioritize service to Ward 7-based small businesses, particularly those seeking to scale, contract with the stadium, or serve the surrounding development.

1.3.1 Small Business Growth and Scaling Fund

A \$2 million Small Business Growth and Scaling Fund shall be created to support Ward 7-based businesses in:

- Expanding operations, upgrading equipment, hiring local staff, and entering new markets.
- Accessing capital and contract financing.
- Competitive grants and technical assistance shall be administered in partnership with DSLBD and the Business Resource Center, with at least 60% of funds reserved for minority-, woman-, or legacy Ward 7-owned enterprises.

1.4 Bond Waiver for Emerging Businesses

To remove barriers to participation:

- The Master Developer contractor shall waive bonding requirements for any subcontractor awarded a contract under \$100,000, unless legally prohibited or deemed a material risk to project completion.
- A bonding assistance referral process shall be established through DSLBD for contracts above this threshold.

1.5 Workforce Reintegration Pathways

The Master Developer shall formalize a Reentry Workforce Access Program, developed with:

- The Court Services and Offender Supervision Agency (CSOSA).
- The Mayor’s Office on Returning Citizen Affairs (MORCA); and
- The DC Reentry Action Network (DCRAN).

The program shall:

- Guarantee dedicated slots in training and pre-apprenticeship programs for returning citizens.
- Offer wraparound services and case management.
- Track placement, retention, and advancement of reentry participants through quarterly outcome reports.

1.6 Inclusive Concessions and Food Vendor Opportunities

To promote local culinary and retail businesses:

- At least 20% of all food and beverage concession contracts, by both number and total dollar value, shall be awarded to Ward 7-based businesses.
- An annual Procurement Utilization Report, including vendor demographic and geographic data, shall be submitted to the Community Benefits Oversight Committee (CBOC) and posted publicly.

1.7 Local Workforce Pipeline and Innovation Fund

1.7.1 Workforce Innovation Fund

A \$3 million annual Workforce Innovation Fund shall be established to support:

- Ward 7 workforce training in commercial construction, facility operations, sustainable infrastructure, building engineering, hospitality, and climate resilience sectors.
- Grants shall be awarded through competitive solicitations to CBOs, workforce providers, and local postsecondary institutions in collaboration with the DC Workforce Investment Council (WIC).

1.7.2 Partnership with DC Infrastructure Academy at Spingarn

The Master Developer shall formalize a partnership with the DC Infrastructure Academy at Spingarn to:

- Prioritize training and placement of Ward 7 residents in construction and maintenance roles on the RFK Campus.
- Require that all trade unions involved in RFK construction offer apprenticeship placements to pre-apprenticeship graduates from the Academy, with first priority hiring consideration for graduates for RFK-related jobs.

1.8 Stadium Exposure for Local Small Businesses and Nonprofits

The Master Developer shall showcase and support District-based small businesses and nonprofits, especially those from Ward 7, during home games and stadium events. Examples include:

- Complimentary tickets and fundraising opportunities.
- In-game acknowledgments, including "Partner of the Game" features and on-field recognition.
- Social media amplification, scoreboard promotion, broadcast mentions, and sponsored vendor booths.

- These efforts shall be tracked and reported annually in the Community Impact Report submitted to the CBOC.

SECTION 2: COMMUNITY ACCESS & PUBLIC AMENITIES

2. Community Ticket Access Program

The Master Developer shall establish and implement a Community Ticket Access Program that provides free or low-cost tickets to residents across the District of Columbia, with dedicated allocations for Ward 7.

- For all Washington Commanders home games and major ticketed stadium events, the Master Developer shall reserve and distribute a minimum of **2,000 tickets per event** to District residents through a coordinated partnership with community-based organizations, schools, and government agencies. Of this allotment:
 - **At least 50% (1,000 tickets per event)** shall be reserved specifically for **Ward 7 residents**, with priority given to youth, seniors, veterans, public housing residents, and low-income households.
 - The remaining tickets shall be equitably distributed across other wards, with a focus on reaching underserved populations and public-school students.

2.1. Ward 7 Community Day

At least one (1) Commander's home game per season shall be designated as "Ward 7 Community Day", during which:

- No fewer than 2,500 tickets shall be made available to Ward 7 residents
- Ward 7 youth and community groups may participate in on-field recognitions, halftime activities, or pregame ceremonies
- Local vendors, performers, and organizations from Ward 7 shall be prioritized for concourse activations and promotional opportunities

2.2. Attract Grocer

Actively facilitate and incentivize the location of a national chain grocery store on-site through measures including but not limited to offering substantially reduced lease rates, long-term occupancy commitments, and capital improvement allowances. The store should be publicly accessible, offer affordable and nutritious food options, and be designed to serve the surrounding Ward 7 neighborhoods.

2.3 Designated Sensory Space

Create a designated sensory space within the stadium campus to support individuals with sensory processing needs, including those on the autism spectrum and with related conditions. This space shall be equipped with calming features and be easily accessible during events to ensure an inclusive and supportive environment for all attendees.

2.4 Community Activations

Dedicate and maintain flexible-use spaces within the RFK site for community-centered programming, including but not limited to events, festivals, public markets, and educational initiatives led by Ward 7 civic organizations, faith-based institutions, and community-based nonprofits. As part of this commitment, the Master Developer shall support and facilitate a

minimum number of annual community activations, with no fewer than two (2) designated “Ward 7 Days” each year—celebrations that showcase the history, culture, talent, and entrepreneurship of Ward 7 residents. These events shall be free and open to the public and organized in partnership with Ward 7 stakeholders.

2.4.1 HBCU Activation

Additionally, the Master Developer shall set aside activation opportunities specifically for programming in collaboration with Historically Black Colleges and Universities (HBCUs), with an emphasis on institutions with strong ties to the region, including but not limited to Howard University, Bowie State University, and the University of the District of Columbia. These activations may include sporting events, step shows, alumni festivals, college fairs, and cultural exhibitions designed to celebrate HBCU legacies and connect students with Ward 7 communities.

2.5 Equity-Based Scheduling

Develop and implement an equity-based priority scheduling policy to promote fair and inclusive use of athletic fields developed through the RFK Campus redevelopment, the Team in collaboration with the appropriate government agency, shall adopt and implement a community-first scheduling policy. At least 50% of all non-event field time must be reserved for Ward 7-based teams and organizations, with priority access granted to youth programs affiliated with Title I schools, nonprofit or low-income serving leagues, inclusive/adaptive sports, and underrepresented athletic disciplines such as girls’ flag football, lacrosse, and rugby.

2.5.1 Application Portal

A transparent application process through a centralized online portal must be developed. The system will clearly outline scheduling criteria, display a public field calendar, and include an appeals mechanism. A fee waiver or reduction shall be provided for eligible Ward 7 teams to ensure that cost is not a barrier to participation.

2.5.2 Field Use Oversight Committee

A Field Use Oversight Committee shall be convened to review scheduling practices, ensure equitable distribution, and mediate conflicts. The Committee shall include representatives from Ward 7 Advisory Neighborhood Commissions, local sports organizations, the Office of Councilmember Wendell Felder, and Events DC.

2.5.3 Field Equity Report

A biannual Field Equity Report detailing field allocations by team type, ward, sport, age group, and gender shall be published. Furthermore, any non-local or for-profit organization receiving recurring field access must provide community serving benefits such as free youth clinics, volunteer coaching, or equipment donations to support Ward 7 youth.

SECTION 3: YOUTH ENGAGEMENT & EDUCATION OPPORTUNITIES

3.1 Career Pathways and Internship Training Program

The Master Developer shall establish a comprehensive career pathways initiative that provides

sustained, equity-focused, and sector-relevant exposure to careers in sports, entertainment, infrastructure, and operations. The program shall be structured as follows:

3.1.1 High School Internships

Annually provide paid internship placements for no fewer than 25 Ward 7 public and public charter high school students, including Ward 7 residents attending school outside the Ward. Internships shall:

- Include rotational exposure across all areas of the Commanders' operations, including but not limited to, executive management, stadium and facility management, media relations, sports administration, marketing, and community engagement.
- Offer mentorship from senior team personnel and structured professional development workshops.
- Be actively promoted through the team's digital channels, game-day programming, school visits, and local nonprofit partners.

3.1.2 College Internships

Offer paid summer internships to college students who:

- Are Ward 7 residents, graduates of Ward 7 high schools, or past participants in the high school internship program.
- Are enrolled in accredited 2- or 4-year colleges or universities.
- Express interest in pursuing careers aligned with franchise operations, sports media, business administration, or infrastructure.

Priority placement shall be granted to alumni of the high school internship track. Interns shall receive:

- Department-specific assignments aligned with career goals.
- Stipends, transportation subsidies, and resume-building support.
- Midpoint and final evaluations to support career advancement.

3.1.3 Career Transition and Entry-Level Employment

Participants who successfully complete college shall receive first-hire priority for entry-level positions with the team, stadium operator, or affiliated vendors, with particular focus on:

- Executive administration (C-Suite)
- Operations and logistics
- Guest services and ticketing
- Marketing, analytics, and administration
- Technical and facilities maintenance

Ward 7 residents shall receive top consideration in all hiring decisions. All hiring metrics will be reviewed annually by the Community Benefits Oversight Committee (CBOC).

3.1.4 Housing Access for Intern-to-Employee Transitions

Students who transition from the internship program into full-time employment with the team or affiliated stadium entities shall receive priority access to housing assistance resources outlined in Section 4. The goal is to promote economic stability and workforce retention for young professionals from Ward 7.

3.1.5 Opportunity Prioritization Structure

All opportunities under this section shall prioritize:

1. Ward 7 residents
2. Graduates of Ward 7 public or public charter high schools, regardless of current residence
3. Participants in earlier phases of the internship or youth programming pipeline.

Outreach and placement data shall be disaggregated by zip code, school, and demographic information for evaluation and equity monitoring.

3.2 Youth Sports Education and Life Skills Programming

Establish and fund a year-round youth sports education initiative that serves Ward 7 youth ages 8–18 and integrates athletic instruction with academic enrichment and life readiness. The program shall:

- Be co-designed with DC Public Schools (DCPS), Ward 7 charter schools, and community-based athletic and mentoring organizations.
- Provide instruction in multiple sports, with access to professional coaching, licensed instructors, and certified trainers.
- Embed STEM education, nutrition, and wellness curriculum.
- Offer academic tutoring, college preparation, financial literacy, and leadership development.
- Include summer camps, afterschool clinics, and seasonal leagues hosted on RFK Campus facilities and school sites.

College exposure visits, guest speaker series, and athletic scholarship navigation services shall be built into program delivery.

3.3 Ward 7 Scholarship Fund

The Master Developer shall establish and sustain a Ward 7 Scholarship Fund supporting post-secondary education for Ward 7 residents. The fund shall:

- Provide need-based and merit-based awards to students attending accredited colleges, universities, or technical training institutions.
- Prioritize:
 - First-generation college students
 - Students pursuing careers in underrepresented or high-impact sectors (e.g., engineering, construction management, sustainability, public health)
- Include an annual application cycle, community review panel, and pre-award advising support

- Be promoted in all Ward 7 high schools and local youth-serving organizations

Annual impact reporting shall include awardee demographics, institutions attended, and degree pathways, and shall be submitted to the CBOC for review.

3.4 Youth Advisory Council

The Master Developer shall establish a Youth Advisory Council (YAC) composed of 15 youth ages 14–20, with at least 75% residing in Ward 7. The Council will provide input on youth-focused CBA programs—including internships, sports, scholarships, and community engagement—and ensure youth perspectives are reflected in RFK Campus implementation.

SECTION 4: HOUSING & DISPLACEMENT PREVENTION

4.1 Housing Affordability Impact Analysis and Mitigation Plan

Prior to the execution of any RFK Campus-related real estate transaction involving the lease, sale, or development of land, the Master Developer shall conduct a comprehensive Housing Affordability Impact Analysis and Displacement Mitigation Plan in coordination with the District of Columbia Office of Planning and the Department of Housing and Community Development (DHCD). Said plan shall be made publicly available and submitted to the Council of the District of Columbia and the Office of Ward 7 Councilmember Wendell Felder for review.

The mitigation plan shall include, at a minimum, the following actionable strategies:

4.1.1 Facilitate the development of family-sized housing units within a one-mile radius of the RFK Campus, including housing options for households earning at or below 50% of the Area Median Income (AMI), with an emphasis on rental and ownership opportunities for current Ward 7 residents.

4.1.2 Establish a targeted Homeowner Protection Program that provides down payment assistance, critical home repair grants, and anti-speculation protections for legacy homeowners in neighborhoods adjacent to the RFK site. The program shall prioritize seniors, low-income residents, and households at risk of displacement due to rising property values.

4.1.3 Advance innovative land disposition strategies in partnership with DHCD and the DC Office of the Deputy Mayor for Planning and Economic Development (DMPED), including but not limited to the creation of community land trusts (CLTs) and shared equity housing models, to preserve long-term affordability and ensure local resident control over land use decisions.

4.1.4 Require that any mixed-income housing developed on public or publicly subsidized land associated with the RFK Campus include rent-to-own and lease-to-purchase options for families earning up to 50% of AMI, with priority for current Ward 7 renters and public housing residents.

4.2 Ward 7 Affordable Housing and Anti-Displacement Fund

The Master Developer shall contribute no less than Ten Million Dollars (\$10,000,000) to establish a Ward 7 Affordable Housing and Anti-Displacement Fund, which shall be administered by a qualified nonprofit entity in partnership with DHCD. The Fund shall include the following core components:

4.2.1 Legal Empowerment and Home Retention Services

Allocate funding to provide free legal assistance and estate planning services to long-standing homeowners within the RFK impact zone. Services shall be delivered in partnership with the District of Columbia David A. Clarke School of Law, pro bono legal partners, and community-based organizations. Activities shall include “Know Your Rights” clinics, wills and trusts preparation, and legal representation to address title and property transfer issues—particularly for multigenerational families.

4.2.2 Equitable Homeownership Program

Establish a Ward 7 Homeownership Advancement Program, designed in consultation with the DC Department of Housing and Community Development and the DC Housing Finance Agency. The program shall:

- Be modeled on the existing Home Purchase Assistance Program (HPAP);
- Include down payment and closing cost assistance;
- Provide culturally competent homebuyer education workshops; and
- Prioritize Ward 7 residents seeking to remain in the ward or return after displacement and RFK Stadium employees who want to purchase a home in Ward 7.
- Include reporting requirements to the Council of the District of Columbia, including demographic data of recipients and home purchase outcomes.

SECTION 5: HEALTH AND WELLNESS

5.1 Year-Round Community Wellness Center

The Master Developer shall construct and maintain a state-of-the-art Community Wellness Center as part of the Sportsplex at the RFK Campus. This facility shall operate year-round and be publicly accessible to all District residents, with a specific mandate to serve and advance health equity in Ward 7. The Wellness Center shall provide:

- Comprehensive preventive health services including routine screenings, immunizations, chronic disease management, and nutrition education;
- Integrated behavioral health and mental wellness programming;
- Access to culturally competent care and wraparound wellness resources.

Howard University Hospital shall serve as the lead operator, in partnership with DC Health, leveraging its historic commitment to medically underserved communities and its clinical expertise in achieving improved outcomes for Black and Brown residents. A governing advisory body, including community health advocates and Ward 7 stakeholders, shall guide program design and ensure alignment with local needs.

5.2 Community Gardens and Urban Agriculture Hub

A minimum of two (2) large-scale community gardens shall be developed on or adjacent to the RFK site, with a combined footprint between .11-.23 acres. Priority access to garden plots shall be given to:

- Residents of multifamily housing in neighborhoods directly adjacent to the site;
- Apartment dwellers across Ward 7 with limited access to green space.

The garden program shall be operated in partnership with the DC Department of Parks and Recreation (DPR), the Office of the State Superintendent of Education (OSSE)'s Shared Roots program, and the DC Department of Energy and Environment (DOEE). The Master Developer shall provide dedicated funding for operations, youth gardening programs, seasonal planting initiatives, and intergenerational wellness activities.

5.3 Event-Day Emergency Medical Services (EMS)

Howard University Hospital shall be designated the official event-day medical provider for all Commanders Stadium events, including NFL games, concerts, and public festivals. This agreement shall include the provision of on-site physicians, EMTs, mobile care units, and urgent care readiness to ensure high-quality emergency response and coordination with local hospitals and first responders.

5.4 Safe Passage and Youth Transit Support

The Master Developer in collaboration with the applicable DC Government agency shall establish and fund a Safe Passage Program in collaboration with DC Public Schools, WMATA, community-based organizations, and faith-based youth groups. This program shall ensure safe and reliable transportation options for Ward 7 youth attending stadium or campus-based events, particularly during evening hours and school-sponsored activities. The program shall include a dedicated youth shuttle with appropriate pick-up and drop-off location within Ward 7, transportation subsidies, dedicated transit routes, and ongoing youth safety education.

5.5 Active Design and Healthy Site Planning

The RFK Campus redevelopment shall incorporate active design principles that promote physical activity, walkability, and safe access to open space. This includes:

- Dedicated bike lanes and pedestrian pathways;
- Safe and accessible crossings and signage;
- Open-air fitness zones and inclusive play areas;
- Public hydration stations and shaded wellness rest stops.

5.6 Trauma-Informed Recreation and Community Healing

The Master Developer shall invest in and support trauma-informed recreational programming and restorative justice initiatives in surrounding Ward 7 neighborhoods. This includes community-led healing circles, arts-based wellness interventions, and safe spaces for youth and families affected by violence or displacement. These programs shall be delivered in partnership with DPR, neighborhood recreation centers, and local mental health providers.

5.7 Workforce Development in Sports Medicine and Public Health

Howard University Hospital shall be an anchor partner in the NFL's Diversity in Sports Medicine Pipeline Initiative, and the Master Developer shall provide funding and logistical support to expand local participation. Through this partnership, medical students from Howard University and other HBCUs shall receive structured clinical rotations, event-day shadowing, and mentorship opportunities linked to stadium operations and the wellness center. This initiative will help build a diverse pipeline of future healthcare professionals and strengthen Ward 7's local health workforce infrastructure.

SECTION 6: TRANSPORTATION AND INFRASTRUCTURE

6.1 Equitable Multimodal Connectivity Across the Anacostia River

To ensure equitable and sustainable access to the RFK Campus for Ward 7 and citywide residents, the Master Developer in collaboration with the District of Columbia shall fund and construct new infrastructure to enhance east-west pedestrian and bicycle connectivity, including but not limited to:

6.1.1 The construction of one or more ADA-compliant pedestrian bridges across the Anacostia River, linking the RFK site to neighborhoods east and west of the river - including Capitol Hill, Kingman Park, Hill East, and surrounding Ward 7 communities - to the RFK site. The final design shall prioritize universal accessibility, environmental resilience, and integration with the Anacostia River Trail system.

6.1.2 Maintenance and enhancement of continuous, ADA-accessible pedestrian and bike access from Kingman Park to the Fields at RFK and Anacostia River Trail, with wayfinding signage, safety lighting, and seating areas.

6.1.3 Full ADA-compliant access throughout the RFK Campus, including all entry points, parking areas, paths of travel, transit facilities, and amenity spaces, consistent with District and federal accessibility standards.

6.2 Transportation Demand Management (TDM) Plan

The Master Developer shall, in coordination with the District Department of Transportation (DDOT) and WMATA, prepare and implement a comprehensive Transportation Demand Management Plan (TDM) prior to stadium operation. The TDM shall include:

- Incentives for public transit, biking, and walking;
- Event-day shuttle services from transit nodes;
- Smart signage and real-time transportation information;
- Residential parking protection strategies; and
- Annual monitoring and reporting to the Council and community stakeholders.

6.3 Curb-to-Campus Transportation Program for Seniors and Residents with Disabilities

The Master Developer shall fund and operate a Curb-to-Campus Mobility Program designed to

provide accessible, on-demand transportation for seniors and individuals with disabilities, with particular emphasis on hard-to-reach, low-density neighborhoods in Ward 7. Priority shall be given to contracting Ward 7-based transportation providers, where feasible, and services shall be provided free of charge or at a reduced rate.

6.4 Smart Infrastructure Enhancements

All RFK Campus infrastructure improvements shall exceed baseline District standards and include the integration of smart, sustainable technologies such as:

- Public EV charging stations;
- Smart lighting with motion sensors and environmental controls;
- Public Wi-Fi access points serving surrounding communities.

These enhancements shall be designed in partnership with DDOT and the Office of the Chief Technology Officer (OCTO) and shall directly benefit surrounding Ward 7 neighborhoods.

6.5 Rideshare Management and Residential Traffic Protection

To protect quality of life for nearby residents, the Master Developer shall:

- Establish rideshare pickup and drop-off zones no closer than ½ mile from the nearest residential neighborhood;
- Prohibit stadium-related vehicular traffic from routing through local residential streets;
- Develop a publicly available traffic circulation and signage plan, subject to community input at a minimum of one public meeting, to be finalized prior to issuance of the final certificate of occupancy.

Clear signage and enforcement protocols shall be established in coordination with DDOT and rideshare operators.

6.6 Shared Micromobility Infrastructure

To support sustainable travel options, the Master Developer shall construct and maintain on the RFK site:

- A minimum of **six (6) designated micromobility corrals** (for dockless e-bikes, scooters, etc.), and
- A minimum of **four (4) public bike racks** (distinct from micromobility corrals),
- All facilities must be located no closer than **600 feet** from any residential block.

Design and siting shall be coordinated with DDOT's Shared Mobility Office to ensure safety and accessibility.

6.7 Residential Parking Protections

The Master Developer shall work with DDOT and affected Advisory Neighborhood Commissions (ANCs) to establish no-parking and permit-only parking zones in adjacent residential neighborhoods during stadium events. Enforcement shall be monitored through real-time data sharing and collaboration with the Metropolitan Police Department and DPW.

6.8 Multimodal Transit Hub Development

In partnership with DDOT and WMATA, the Master Developer shall fund and construct a Multimodal Transportation Hub on or immediately adjacent to the RFK Campus. The Hub shall include:

- Dedicated pedestrian and bicycle infrastructure;
- A new or expanded bus transit loop;
- On-site EV charging for public and transit use;
- Infrastructure connections to Metro and regional transit systems.

This investment shall exceed any baseline requirements under District zoning or transportation law and serve as a long-term regional mobility asset.

6.9 Anacostia River Ferry Connectivity

To reduce event-related vehicle congestion and support regional mobility innovation, the Master Developer shall coordinate with the DC Office of Planning, DDOT, and regional agencies to establish a ferry connection along the Anacostia River. The ferry shall link the RFK Campus to other major destinations such as Nationals Park, Audi Field, The Wharf, and points in Maryland, with service piloted during stadium events. Planning and environmental review shall commence within 12 months of project approval.

SECTION 7: PUBLIC SAFETY AND PUBLIC TRUST

7.1 Community-Centered Public Safety Planning

The Master Developer shall collaborate with the District government and community stakeholders to design a Comprehensive Public Safety and Community Trust Plan that prioritizes:

- Violence prevention and de-escalation strategies
- Trauma-informed approaches
- Non-police-based safety interventions
- Community ambassador programs to support neighborhood engagement and crowd management

This plan shall be co-developed with the Office of Neighborhood Safety and Engagement (ONSE), Cure the Streets, Ward 7 ANC Commissioners, and trusted violence prevention organizations.

7.2 Community-Based Violence Prevention Fund

The Master Developer shall contribute no less than \$1 million annually to support community-led violence prevention, safety education, and wellness initiatives that fill service and funding gaps in the District. Eligible initiatives include:

- Culturally grounded trauma recovery programs
- Conflict mediation and youth mentoring

- Social marketing campaigns co-created with Ward 7 artists, creatives, and influencers to promote community pride and nonviolence

Grants shall be awarded competitively and administered in coordination with ONSE, with oversight by the Community Benefits Oversight Committee (CBOC).

7.3 On-Site MPD Substation

The Master Developer shall reserve and build out dedicated space on the RFK Campus for a fully operational Metropolitan Police Department (MPD) Substation, to be:

- Staffed and managed by MPD
- Used to support event-day public safety, routine patrols in adjacent neighborhoods, and community engagement activities
- Co-located with space available for community restorative justice meetings, neighborhood watch coordination, and public safety forums

7.4 Event Day Public Safety Coordination

The Master Developer shall coordinate with MPD, the District Department of Transportation (DDOT), Department of Parks and Recreation (DPR), and other agencies to ensure:

- Event-specific deployments do not reduce routine neighborhood patrol coverage
- Public safety, traffic control, and pedestrian management plans are created 30 days in advance of large events and updated biannually
- Traffic, crowd flow, emergency access, and transit safety strategies are shared publicly and with ANC commissions

7.5 Neighborhood Impact Mitigation Measures

7.5.1 Traffic and Pedestrian Management

Deploy certified traffic control personnel and implement a comprehensive ADA-compliant signage and wayfinding system to direct stadium-related traffic to major corridors (Benning Rd NE, East Capitol St, DC-295, etc.), while protecting secondary residential streets from event-related overflow through temporary road closures, barricades, and restricted parking zones.

7.5.2 Noise Mitigation

Design the stadium using acoustic engineering and noise reduction materials. Implement:

- Real-time sound monitoring in adjacent neighborhoods
- Volume limits for public address systems after 10:00 PM
- Data publication via the CBA public dashboard.

7.5.3 Dust and Emissions Control

Construction operations shall include:

- Wheel washing for all trucks
- Covered soil transport and stockpiles

- Runoff management with berms, grading, or sumps
- Mandatory use of low-emission equipment and enforcement of anti-idling policies.

7.5.4 Fireworks and Pyrotechnics Restrictions

Limit fireworks and pyrotechnics use to:

- No later than 10:00 PM Monday–Thursday, 11:00 PM Friday–Saturday, and 9:00 PM Sunday
- Exceptions permitted only for nationally televised events or playoff games with 72-hour advance notification to the community via mailers, signage, and the online dashboard.

7.5.5 Construction Impact Mitigation

All construction activity shall comply with the DC Noise Control Act and include:

- Defined operating hours (7:00 AM–7:00 PM Mon–Sat)
- Prior notification of disruptive activities
- Monthly neighborhood briefings during peak construction phases

7.5.6 Community Air Quality Protection Program

The Master Developer shall provide free HEPA air filtration units to residential households within a 1-mile construction impact zone, including Kingman Park, River Terrace, Rosedale, Hill East, Eastland Gardens, and the Benning Road Corridor. Distribution shall continue throughout all major phases of construction and be managed through community-based partners.

7.5.7 Air Quality Monitoring Station

The Master Developer, in partnership with DOEE, shall install and maintain a permanent air quality monitoring station on or near the RFK Campus. This station shall:

- Monitor PM2.5, ozone, NO₂, and other pollutants
- Produce publicly accessible real-time data, available through the CBA dashboard
- Support long-term environmental justice research and risk mitigation planning

7.5.8 24/7 Quality of Life Response System

Establish a 24-hour hotline and online portal to log complaints related to traffic, noise, air quality, public safety, and sanitation. The system shall:

- Guarantee a response within 48 hours
- Generate monthly public reports submitted to the CBOC
- Include escalation protocols for unresolved or recurring issues

SECTION 8: ARTS & CULTURE

8.1 RFK Public Arts & Cultural Heritage Initiative

The Master Developer shall establish and fund a comprehensive RFK Public Arts and Cultural Heritage Program with a minimum investment of \$750,000. This initiative shall ensure that the design, construction, and ongoing activation of the RFK Campus honor and elevate the history,

culture, and creative legacy of Ward 7 and the broader African American experience in the District of Columbia. Programming elements shall include but not be limited to:

- Permanent and temporary public art installations, monuments, cultural landmarks, and digital storytelling experiences
- Interactive, augmented-reality (AR) and audio-based historical walking tours accessible on-site and online
- Restorative design interventions that reclaim overlooked narratives and reanimate shared spaces as sites of cultural memory and pride

8.2 Culturally Responsive Creative Contracting

In collaboration with Events DC, the DC Commission on the Arts and Humanities (CAH), and the Arts Advisory Panel, the Master Developer shall prioritize contracting with:

- Ward 7-based artists, artisans, and cultural historians
- Black, Indigenous, Latino, Asian, LGBTQ+, and immigrant artists from DC's creative economy
- Local arts collectives, youth-centered arts organizations, cultural preservation nonprofits, and intergenerational storytelling projects

8.3 Artist Integration and Cultural Placemaking

To ensure authenticity, cultural relevance, and place-based storytelling, artists and cultural stakeholders shall be integrated into the early stages of design development—including master planning, wayfinding, architectural features, landscape design, and community gathering spaces. The Master Developer shall also support:

- Rotating exhibitions in stadium concourses and public spaces
- Artist-in-residence fellowships for emerging creatives with an emphasis on Ward 7 youth and senior artisans
- Community-led mural projects, oral history documentation, and temporary pop-ups that reflect evolving neighborhood stories and amplify diverse cultural expressions

8.4 Arts & Culture Advisory Panel

An RFK Arts & Culture Advisory Panel shall be established and maintained throughout all phases of design, construction, and programming. The panel shall include:

- Ward 7-based artists and cultural practitioners
- Local historians, educators, and archivists
- Representatives from CAH, Events DC, and the Office of Councilmember Wendell Felder
- Youth and elder representatives, ensuring intergenerational perspectives

8.5 Interpretive Heritage and Storytelling Installations

The Master Developer shall fund and install a robust series of interpretive signage, interactive digital kiosks, and public history markers that explore and honor:

- The cultural, social, and political history of the RFK site
- Indigenous presence, Anacostia River heritage, and Black DC neighborhood identity
- Stories of displacement, resistance, artistic expression, and local champions
- Ward 7’s civic contributions to sports, music, civil rights, and education

All signage shall be multilingual, ADA-accessible, and designed by community-selected creatives to ensure dignity, inclusion, and local authorship.

8.6 Creative Infrastructure Grants for Community Spaces

A portion of the RFK Public Arts and Cultural Heritage Fund—no less than \$150,000—shall be reserved for a Creative Infrastructure Grants Program designed to enhance neighborhood-serving public spaces in Ward 7 through artist-led improvements and cultural revitalization projects. Eligible sites shall include, but are not limited to:

- Public libraries and recreation centers
- Public and charter schools
- Community-based nonprofit facilities
- Cultural institutions and underutilized public spaces

SECTION 9: SUSTAINABILITY AND THE ENVIRONMENT

9.1 Anacostia River Eastern Bank Equity Initiative

9.1.1 The Master Developer shall establish and capitalize the *Anacostia River Eastern Bank Equity Fund* with a minimum annual investment of 10% of revenue generated from parking revenue. Fund shall serve as a catalytic financing mechanism for ecosystem restoration, climate resilience, equitable access to the riverfront, and environmental justice initiatives.

9.1.2 The Master Developer’s contribution shall constitute the anchor investment. The District and Master Developer shall jointly pursue matched capital and grant funding from federal agencies (e.g., NOAA, EPA), climate-focused philanthropic foundations, ESG funds, and corporate environmental responsibility programs.

9.1.3 The Master Developer shall enhance physical and ecological connectivity between the RFK site and nearby green assets (e.g., Kingman Island, Langston Golf Course, Anacostia Riverwalk Trail) by implementing:

- ADA-compliant trails, bridges, and riverfront access points
- Interpretive signage celebrating Indigenous and Black history along the Anacostia
- Green space linkages with climate-resilient features such as bioswales and shade trees

9.1.4 The Fund shall issue *Community Connectivity & Stewardship Grants* to local nonprofits, ANC commissions, and resident-led groups. Eligible projects may include river-based recreation, nature education, conservation internships, and green infrastructure maintenance programs that create pathways into environmental careers for Ward 7 youth.

9.1.5 The Master Developer shall co-sponsor a *River Justice Fellowship Program* that supports environmental justice research, advocacy, and innovation by local students and community researchers, with stipends, mentorship, and public presentations of findings.

9.2 Green Building and Indoor Environmental Quality

9.2.1 All structures shall achieve a minimum of LEED Silver (New Construction or Core & Shell), with a goal of Gold or higher, consistent with the DC Green Building Act.

9.2.2 Each facility shall score at least 7 points in the Indoor Environmental Quality (IEQ) category, including:

- MERV 13+ air filtration systems
- Daylighting design to reduce artificial lighting loads
- Real-time indoor air quality (IAQ) monitoring with public-facing dashboards
- Pre-occupancy third-party IAQ assessments and bi-annual audits

9.2.3 A third-party Commissioning Authority (CxA) shall oversee enhanced commissioning from design through post-occupancy, including measurement and verification of energy systems performance.

9.3 Climate Resilience, Clean Energy, and Green Infrastructure

9.3.1 The project shall integrate low-impact development (LID) strategies such as:

- Stormwater tree trenches and pollinator-friendly green roofs
- Modular wetlands and floating gardens along the riverbank
- Climate-resilient landscaping using native and edible plants

9.3.2 The Master Developer shall install on-site renewable energy systems, including but not limited to:

- Solar photovoltaic panels with battery storage
- Evaluation of geothermal and wastewater heat recovery in coordination with DOEE
- Public EV charging infrastructure powered by renewable energy

9.3.3 A *Climate Risk & Resilience Plan* shall be submitted to DOEE, demonstrating how the project exceeds District standards on floodplain management, heat island reduction, and long-term adaptation.

9.4 Food Waste, Composting, and Circular Economy

9.4.1 The Master Developer, in partnership with local vendors and compost cooperatives, shall implement a *Zero Waste Stadium Program* to:

- Achieve 90% diversion of food waste through on-site composting, edible food recovery, and organics donation
- Source compostable food service ware
- Contract with Ward 7-based food waste enterprises and community compost hubs

9.5 Environmental Services, Maintenance, and Employment

9.5.1 The Master Developer shall contract with a Ward 7-based Clean Team provider to manage daily litter control, event cleanup, and landscape maintenance. This team shall:

- Employ residents, returning citizens, and opportunity youth at a living wage
- Receive OSHA training and green jobs certification support
- Operate year-round with defined service level agreements (SLAs)

9.5.2 Upon formation of a Business Improvement District (BID), the original Clean Team shall be retained as a performance-based contractor to ensure continuity and accountability.

SECTION 10: IMPLEMENTATION, ACCOUNTABILITY AND TRANSPARENCY

10.1 Community Benefits Oversight Committee (CBOC)

A Community Benefits Oversight Committee (CBOC) shall be established to oversee the implementation, enforcement, and transparent administration of this CBA. The CBOC shall function as a quasi-advisory, quasi-oversight body to monitor compliance, assess performance outcomes, and serve as a liaison between the community, District agencies, and the Master Developer.

- The CBOC shall convene at least quarterly, with additional meetings convened at the call of the Chair.
- All meetings shall be conducted in accordance with the District's Open Meetings Act, including advanced public notice, public participation protocols, and the posting of minutes, agendas, and reports online.
- The CBOC shall operate without independent borrowing or contracting authority and shall not maintain financial accounts. Staff and technical support shall be provided by the District or its designee to ensure transparency, continuity, and administrative capacity.

10.1.1 Appointment of Members

The CBOC shall consist of nine (9) voting members serving staggered three-year terms, appointed as follows:

- Six (6) members appointed by the Ward 7 Councilmember, including the Chair
- One (1) member each appointed by the Ward 5, Ward 6, and Chairman of the Council
- Two (2) members appointed by community-based organizations selected through a public nomination process coordinated by the Office of the Councilmember for Ward 7

Eligibility Requirements:

- Members must be District residents, with at least six (6) residing in Ward 7.
- Members may not be elected officials, employees of Master Developer or affiliated entities, union representatives for employees on the Project, or any individual or entity contracting directly with the Team or Master Developer.

10.1.2 Duties and Powers of the CBOC

The CBOC shall:

- Review quarterly and annual CBA performance reports
- Make formal recommendations to the District, Master Developer, and Team on compliance issues
- Initiate *community compliance reviews* when violations or concerns are reported
- Provide an annual performance letter summarizing compliance status and community priorities for the year ahead

10.1.3 Community Benefits Director

The Ward 7 Councilmember shall appoint a Community Benefits Director, in consultation with the CBOC, to serve as the primary staff liaison and compliance monitor. The Director shall:

- Be a resident of Ward 7 for at least five (5) consecutive years prior to appointment
- Not have any current or prior financial ties to Master Developer or any of their vendors or affiliates
- Lead the development of performance dashboards, facilitate interagency coordination, and prepare quarterly implementation summaries for the CBOC

10.3 Quarterly Public Reporting

Master Developer and relevant District agencies shall submit quarterly public reports on all CBA deliverables, with data:

- Disaggregated by Ward 7-specific impact
- Posted online no later than 30 days following the end of each quarter
- Presented during at least one CBOC meeting

10.4 Independent Third-Party Audits

An independent third-party performance and financial audit of CBA implementation shall be conducted every two (2) years. Audit findings must:

- Be publicly posted online within 60 days of completion
- Be presented in a community meeting hosted by the CBOC
- Include an equity analysis to assess how benefits are distributed across impacted communities, with specific attention to Ward 7

10.6 Public Accountability Dashboard

The District shall establish and maintain a real-time public-facing digital dashboard that tracks:

- CBA investments and fund allocations

- Local hiring and procurement data
- Community event programming
- Affordable housing supports and public safety metrics
- Youth and educational engagement

The dashboard shall be searchable by ward, category, and performance indicator, and shall include geospatial visualizations of project reach.

SECTION 11: COMMUNITY BENEFITS FUND

11.1 Community Benefits Fund

The Master Developer shall establish and maintain a dedicated Community Benefits Fund to ensure equitable reinvestment into the surrounding communities in Ward 5, 6, 7 and 8. The fund shall be financed throughout annual contributions equal to no less than 1% of annual gross ticket revenue generated from stadium operations, including Commander's home games, concerts, festivals and major events.

11.2. Allocation and Priority

A minimum of 50% of this fund shall be directed to initiatives and causes within Ward 7. The remaining funds will be distributed equitably across Ward 5, 6 and 8. Eligible uses for the fund shall include, but are not limited to:

- Substance use recovery and mental health services
- Support for survivors of domestic violence and housing insecurity
- Blight remediation and revitalization of vacant properties
- Senior wellness
- Neighborhood beautification
- Resident needs resulting from unforeseen health and safety or other public emergencies.

ⁱ Office of the Chief Technology Officer. (n.d.). *District of Columbia profiles*. Open Data DC. <https://opdatahub.dc.gov/pages/district-of-columbia-profiles>

ⁱⁱ Office of the Chief Technology Officer. (n.d.). *District of Columbia profiles*. Open Data DC. <https://opdatahub.dc.gov/pages/district-of-columbia-profiles>

ⁱⁱⁱ Office of the Chief Technology Officer. (n.d.). *District of Columbia profiles*. Open Data DC. <https://opdatahub.dc.gov/pages/district-of-columbia-profiles>

^{iv} Office of the Chief Technology Officer. (n.d.). *District of Columbia profiles*. Open Data DC. <https://opdatahub.dc.gov/pages/district-of-columbia-profiles>

^v Office of the Chief Technology Officer. (n.d.). *District of Columbia profiles*. Open Data DC. <https://opdatahub.dc.gov/pages/district-of-columbia-profiles>