RACIAL wealth DIVIDE IN Orlando

PROSPERITY NOW

The Racial Wealth Divide in

Orlando, FL

Dear Reader,

Racial economic disparities are widespread throughout the United States with profound consequences for many low-to-moderate (LMI) households, especially in the Black community. While this inequality is so prevalent that it is almost universal, it is rooted in and shaped by unique local systemic and socio-economic conditions. The Racial Economic Justice team at Prosperity Now developed this profile to better understand how racial economic inequality affects the city of Orlando, Florida. It is one of the first steps taken in partnership with the Enterprising Black Orlando (EBO) Initiative, funded by Central Florida Foundation. The EBO fund demonstrates a cross-sector collaborative partnership that will provide investment, guidance, and a constant pulse on issues, challenges, and assets to leverage within the Black community.

How Do I Use This Data Profile?

The profile presents data on economic inequities in Orlando and its surrounding region. These statistics may seem overwhelming, and there is a level of uncertainty when it comes to the long-term economic impact of the recent COVID-19 pandemic. However, we know with more information about the root causes of racial economic inequality, there is greater opportunity to identify best practices and policies that can address economic challenges facing communities of color.

How Does Orlando Compare to the Rest of the Nation?

The issue of economic and wealth inequality has a multitude of ramifications for Black individuals, families and businesses, and the past few years have taught us that many don't grasp how systemic and institutional discrimination, biases, and disparities are rooted in the center of all economic barriers. In fact, the latest data confirms that the pandemic is only exacerbating structural and systemic inequities, causing Black communities to be more vulnerable and at greater risk to social and economic impacts for years to come.

Black residents of Orlando make up only 23% of the population but are experiencing greater racial economic gaps than any other race/ethnicity. The racial economic divide is most apparent when looking at households with zero net worth. We see that 28% of Black households have zero net worth, compared to 24% for Latino, 16% for White, and 8% for Asian households. Despite the steady population and economic growth, it's clear that not only are White and Asian residents benefiting the most, but there is an uneven playing field for other race/ethnicities. As a result, today the median White household income ($64,259) and Asian household income ($60,609) in Orlando is 1.5 times higher than that of Latino ($39,845) and Black ($37,816) residents.

What's Next?

Though we understand that nonprofit intervention is not enough to bridge a racial wealth divide that was created by national, state, and local policies and practices, we believe it is important to build the capacity of nonprofits of color, so they can increase their impact in the communities that need them the most. The lack of assets and resources held by nonprofits of color reflects the lack of investments in communities of color. These gaps have been a good entry point for Prosperity Now to raise awareness about the racial wealth divide.

Ebony White

Director, Racial Economic Justice
Prosperity Now

The Racial Wealth Divide in
Orlando

Orlando is one of the most populous cities in the state of Florida, with around 300,000 residents in the city and 1.3 million residents across its county seat, Orange County. People of color make up the majority of Orlando and Orange County residents, and Orlando is proportionally more diverse than the nation as a whole. A third of residents are Latino (31%), and Black residents make up almost a quarter (23%) of the population. Asian residents (4%) and residents of other races (3%) make up less than a tenth of the population combined.

Despite the diversity of Orlando, residents of color see worse economic outcomes than White residents. Black households, in particular, face high rates of inequality across many indicators of economic prosperity and mobility. The liquid asset poverty rate for Black households is twice that of White households, meaning that over half of Black families in Orlando lack the savings needed to subsist at the poverty level for three months if income is disrupted. As for income, Black households make just over half (58%) of what White households make.

On the other hand, Black residents in Orlando are more likely to be in the labor force than any other race/ethnicity, with over two thirds of the Black population (69%) participating. However, Black workers experience an unemployment rate (8.7%) of almost twice that of White (4%), Asian (4%), and Latino (5%) workers. Moreover, White business owners make over three times the annual salary of both Black and Latino business owners.

Homeownership rates, a powerful engine of economic mobility, highlight stark disparities across race and ethnicity in Orlando. Black homeowners see property value gaps as large as $100,000 when compared with White homeowners. Over half of all renters in Orlando are cost-burdened, meaning that they pay more than 30% of their income toward housing. The rate of cost-burdened renters and homeowners is 10% higher for Black homeowners than White, and 5% higher than the national average.

Racial inequity persists across health and education measures as well. The uninsured rate for people of color (19%) is about double that of White Orlandoans (10%). Between 2020-2021, Orange County public schools suspended triple the number of Black students when compared with White students, even though Black students make up just 20% of total enrollment[1]. In Orlando, high school graduation rates are higher for White students (95%) than the national average (93%), but lower for Black students (82% compared to 87% nationally) and Asian students (84% compared to 88% nationally).

This data illustrates the numerous ways in which Black residents of Orlando are not receiving equitable access to financial wellbeing and wealth building resources. As Orlando grows in industry, policymakers and local leaders are tasked with ensuring that all Orlandoans will benefit from the economic growth.

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WELLS FARGO

ORLANDO HIGHLIGHTS

POPULATION

31% LATINO
39% WHITE
3% OTHER
4% OTHER
23% BLACK
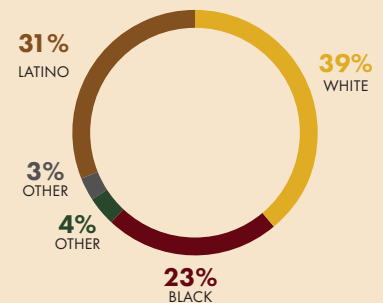
OVERALL POPULATION INCREASE

10,000   100,000   290,000

1920   1970   2020
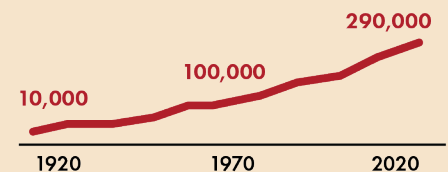
HOUSEHOLD INCOME

Households of Color make

60%

of what White households make

UNEMPLOYMENT RATE

BLACK 9%
LATINO 5%
ASIAN 4%
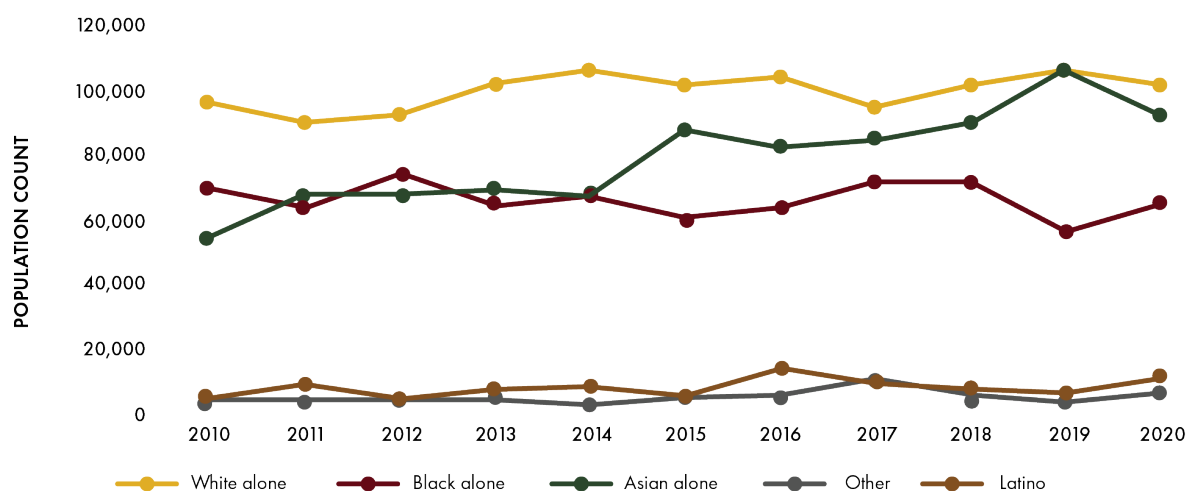WHITE 4%
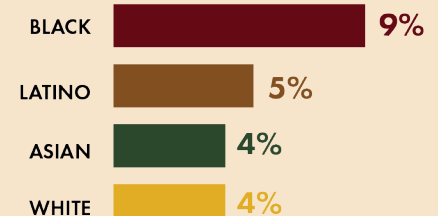
DIVERSITY, CULTURE, AND INDUSTRY GROWTH

The history of Orlando reveals a complex relationship between the different communities that have lived there. While Orlando was originally inhabited by the Seminole nation for many centuries, Spanish colonization in the 18th and 19th centuries resulted in the settlement of both Spaniards and enslaved Africans. In 1821, Spain ceded official control of the region to be annexed to the United States. However, wars between the European Americans and the Seminole nation would take place for the next two decades, allowing European Americans to slowly gain control of the land. By 1857, Europeans declared victory in the American-Seminole wars, officially renaming the area Orlando.[2]

Shortly after the Civil War, newly freed Black Americans both stayed and migrated to the area, establishing historic towns and neighborhoods like Jonestown (now demolished due to major flooding), Eatonville, and Parramore. The historic town of Eatonville was incorporated in 1887, making it one of the first self-governing, all Black municipalities in the United States, and the oldest still in existence today.[3] Parramore was created as an area to house Black people who were employed in White households. However, as a historically disenfranchised and redlined community, Parramore has dealt with several economic and cultural challenges, including the construction of Interstate 4 and the East-West Expressway, and urban renewal in the form of Great Depression-era public housing complexes in the late 20th and early 21st century sports stadiums and arenas. Too often, Black neighborhoods in Orlando like Parramore experience gentrification and cultural displacement that leaves them vulnerable to economic disparities.[4]

For most of the 1900's, the Orlando population was roughly made up of 70% White residents. In the early 2000s, the Latino population started increasing while other non-White populations remained relatively constant. Now, Orlando is largely comprised of people of color. Twice as many households in Orlando are non-English speaking (9%) when compared to the national average (4%). According to the US Census Bureau, the Orlando-Lakeland-Deltona region ranked 7th for largest net domestic migration increases in 2019 - 2021.[5]

Orlando is perhaps best known for serving as an entertainment hub, hosting the number one most popular amusement park in the world and with one-third of the local economy supported by tourism. Walt Disney World alone brings 58 million annual visitors to the region. Orlando's tourism industry has created resources for a growing community of diverse companies and residents.[6] Yet as this profile shows, these economic gains have not been equitably shared with the Black community.

POPULATION CHANGES BROKEN DOWN BY RACE

RACIAL BREAKDOWN BY CENSUS TRACT
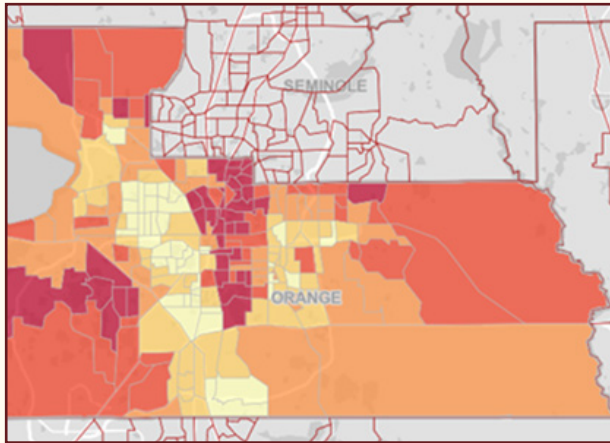
WHITE

- 66% - 89%
- 49% - 66%
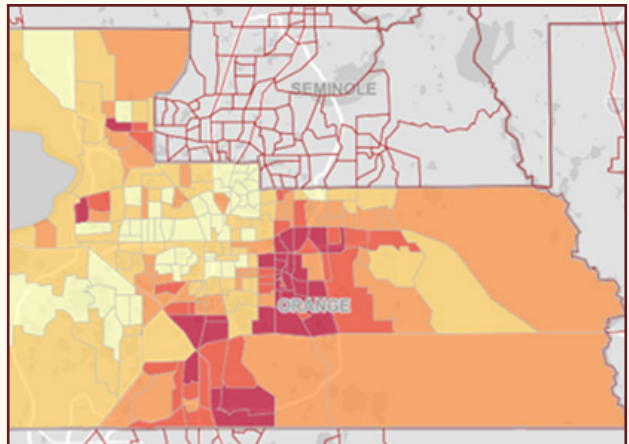- 34% - 49%
- 18% - 34%
- 1% - 18%
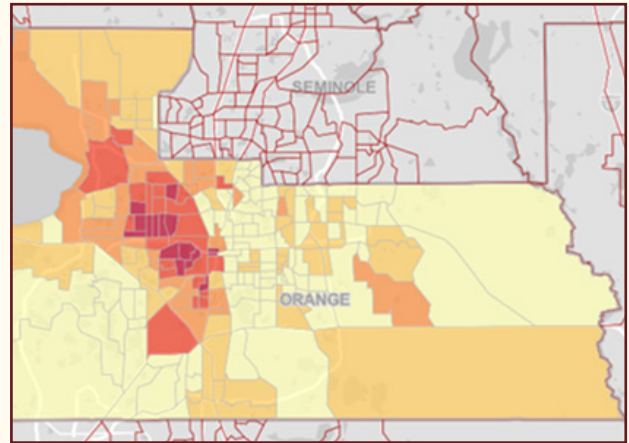
BLACK

- 66% - 99%
- 36% - 66%
- 17% - 36%
- 9% - 17%
- 0% - 9%
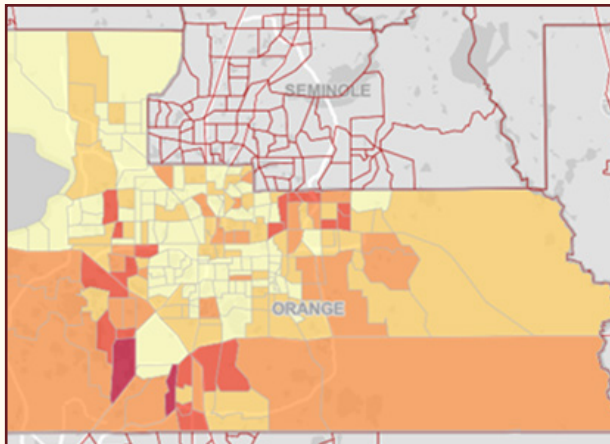
ASIAN

- 16% - 25%
- 10% - 16%
- 6% - 10%
- 3% - 6%
- 0% - 3%

LATINO

- 54% - 61%
- 40% - 54%
- 26% - 40%
- 16% - 26%
- 0% - 16%

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RACIAL WEALTH DIVIDE
IN ORLANDO, FL

While Orlando's economic market has experienced revenue and job growth, and unemployment is near a record low, communities of color are largely excluded from major pathways to upward economic mobility.[7] Moreover, the wealth gap between Black families and their White counterparts has only increased since the COVID-19 pandemic began, and Orlando residents are no exception to the financial impacts of economic inequality.[8]

HOUSEHOLDS OF COLOR IN LIQUID ASSET POVERTY...

56%

POPULATION

39% WHITE

23% BLACK

31% LATINO

3% OTHER

4% ASIAN

LIQUID ASSET POVERTY

BLACK	59%
LATINO	57%
ASIAN	25%
WHITE	25%
OTHER	n/a

MEDIAN HOUSEHOLD INCOME

WHITE	ASIAN	OTHER	LATINO	BLACK
$64,259	$60,609	$43,111	$39,845	$37,816
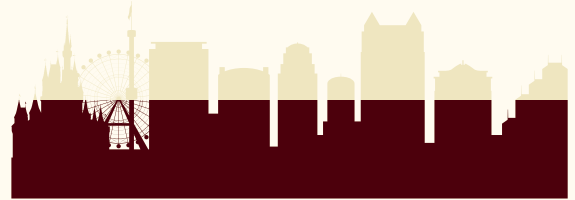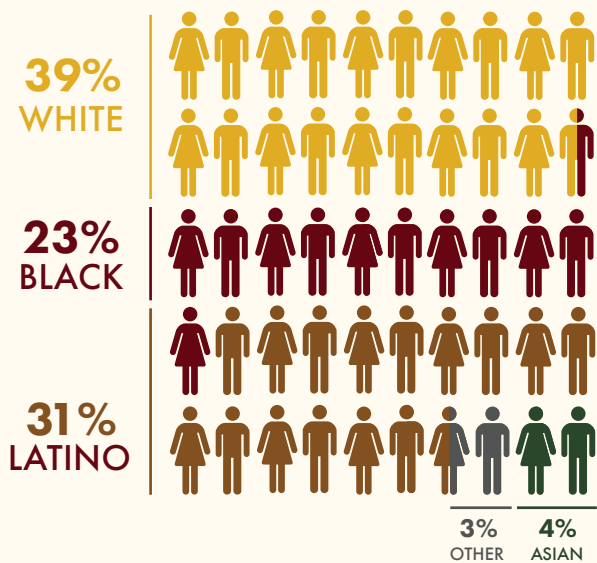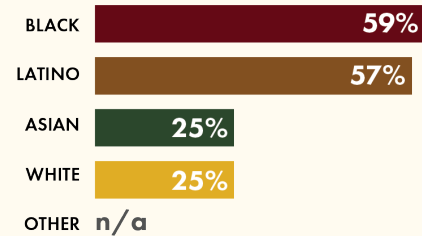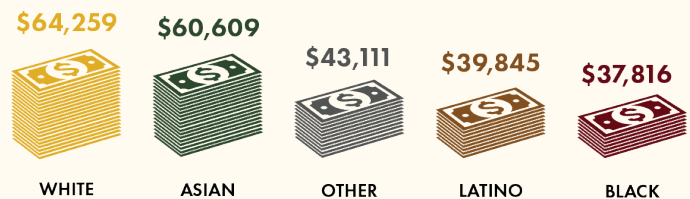
HOUSEHOLD WITH ZERO NET WORTH

37% BLACK

24% LATINO

16% WHITE

8% ASIAN

BACHELOR'S DEGREE ATTAINMENT

ASIAN	WHITE	OTHER	LATINO	BLACK
49%	45%	36%	21%	17%

U.S CITIZENSHIP

BLACK	WHITE	OTHER	LATINO	ASIAN
96%	89%	88%	83%	71%
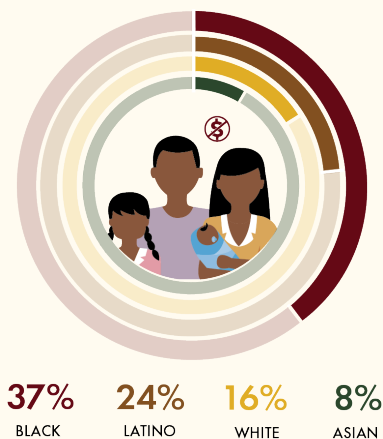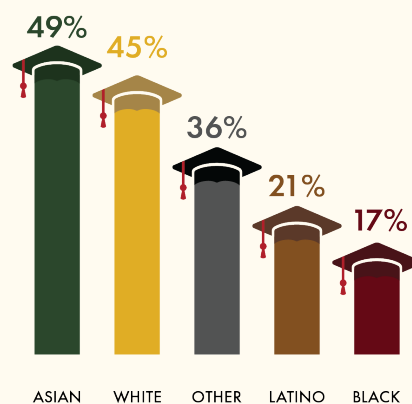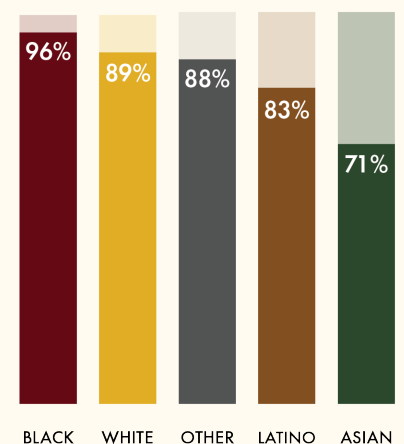
THE IMPACT OF REDLINING AND RISING HOMEOWNERSHIP COSTS

Homeownership is a vital wealth building mechanism. In Orlando, current homeownership and affordable housing disparities are reflective of a long legacy of segregation and discrimination. During the 20th century, federal, state, and local governments systematically implemented racially discriminatory housing policies and practices, called redlining, that contributed to the unequitable treatment of communities of color and prohibited these communities from building wealth through homeownership. Redlining allowed mortgage lenders to create color coded communities that were reliant on undervaluing and depreciating Black neighborhoods. Neighborhoods within these redlines were given the fewest opportunities for growth and homeownership, a dynamic that persists today. Moreover, rapid development of interstate highway systems resulted in the displacement and destabilization of Black neighborhoods in Orlando. When State Road 408 was built it displaced almost 16,000 residents and homeowners, leaving many Black Orlandoans economically vulnerable and without housing.[9]

These discriminatory housing practices have created a large homeownership gap between Black and White residents. Homeownership rates in both Orlando (43%) and Orange County (55%) are lower than they are across Florida (66%) and nationally (64%). A little over half (57%) of White households in Orlando own their home while only a third (27%) of Black households in Orlando own theirs.

For Orlando homeowners, housing foreclosures have surged as it becomes increasingly difficult for homeowners to cover mortgages and other housing costs. For renters, rent increases and lack of affordable housing have made it difficult for low-income residents to obtain and maintain secure housing, with eviction rates on the rise since the pandemic began.[10] There is a clear connection between the concentration of Black residents in an area 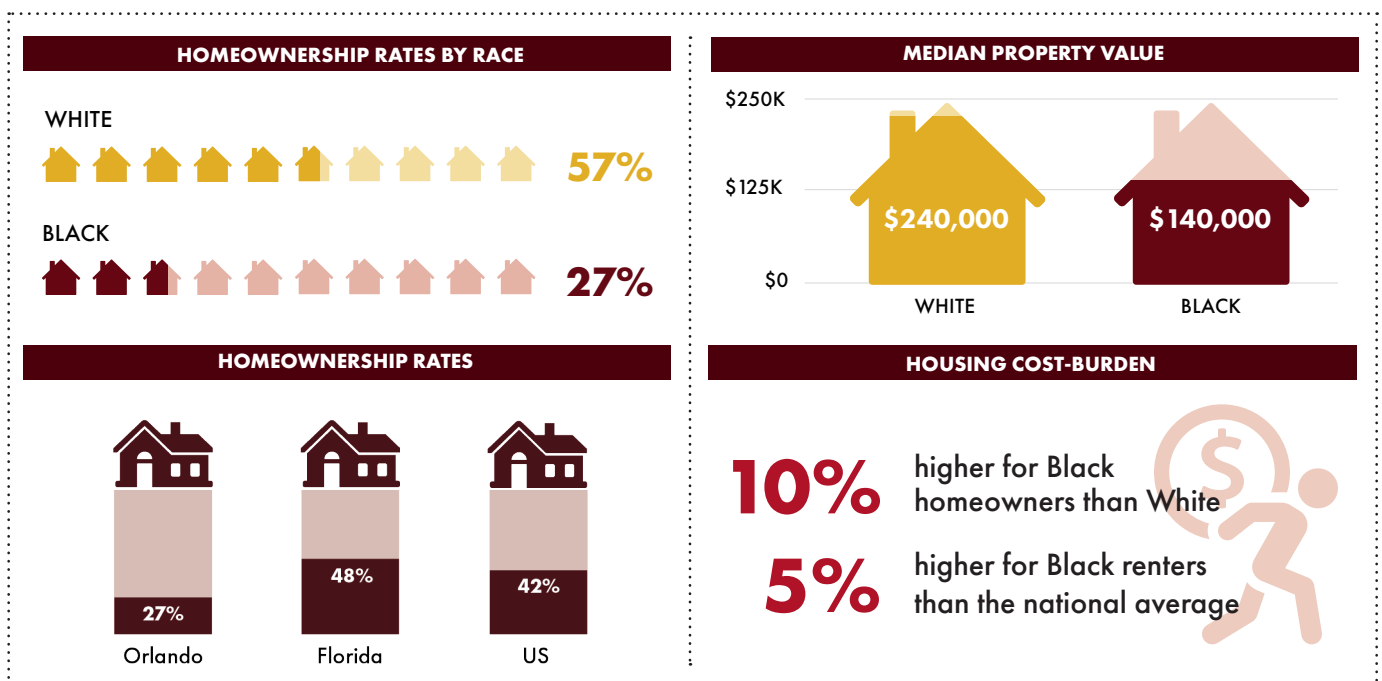and the eviction rates, as predominantly Black counties and neighborhoods in Orlando have significantly higher rates of eviction compared to the county average. In neighborhoods like Parramore, about 75% of renters are Black and more likely to face eviction.

Florida faces increasing environmental challenges that impact communities of color, especially those who do not have flood insurance. For example, 80% of Florida homeowners do not have flood insurance through the federally run National Flood Insurance Program.[11] Additionally, Floridians pay the highest homeowners insurance premiums in the country – almost three times the national average.[12] High premiums make homeowners insurance largely out of reach for the majority of Orlando homeowners.[13]

HOMEOWNERSHIP RATES BY RACE

WHITE **57%**

BLACK **27%**

MEDIAN PROPERTY VALUE

$250K

$125K

$0

WHITE **$240,000**   BLACK **$140,000**

HOMEOWNERSHIP RATES

Orlando **27%**   Florida **48%**   US **42%**

HOUSING COST-BURDEN

10% higher for Black homeowners than White

5% higher for Black renters than the national average

ENTREPRENEURSHIP AS A DRIVER OF WEALTH

Orlando is number two in the country for job growth and one of the fastest growing metropolitan areas in the United States.[14] Despite the city's legacy of leading in the hospitality and tourism industries, the professional and business services sector employs nearly as many residents and experienced a four percent growth from 2021 - 2022.[15] In fact, the small business sector is fueling the Florida workforce, as 88% of all businesses across the state are small businesses with less than 20 employees.[16]

Business ownership is a key driver of wealth for many Americans because business and financial assets yield higher average returns and more revenue diversity than tangible assets like real estate or cars.[17] Nationally, the self-employed are wealthier than the non-self-employed.[18]

In Orlando, Black entrepreneurs are largely excluded from the entrepreneurship landscape. Only 3% of businesses are Black owned, with an average annual payroll of $176,000 – just one third of White business owners' average annual payroll of $550,000. Even though Latino residents make up almost as much of the Orlando population as White residents, White-owned businesses far surpass Latino-owned businesses in both number and size. As of 2019, two thirds of businesses in the city were White owned (67%). Latino-owned businesses, on the other hand, made up less than a fifth (15%) of Orlando businesses and had an average annual payroll of $163,000.

The economic case for investing in small businesses of color is powerful. In the Orlando metro area alone, Black businesses would create a quarter of a million jobs if the number of Black businesses and employees per firm matched the average business.[19] Moreover, Latino-owned businesses are the fastest growing entrepreneurial group in the U.S.[20]

1/4 MILLION

JOBS WOULD BE CREATED IF THE NUMBER OF BLACK BUSINESSES AND STAFF PER FIRM MATCHED THE NATIONAL AVERAGE

OWNERSHIP AS A PERCENTAGE OF ALL BUSINESSES

- 15%
- 9%
- 3%
- 66%

■ BLACK OWNERSHIP
■ WHITE OWNERSHIP
■ ASIAN OWNERSHIP
■ LATINO OWNERSHIP
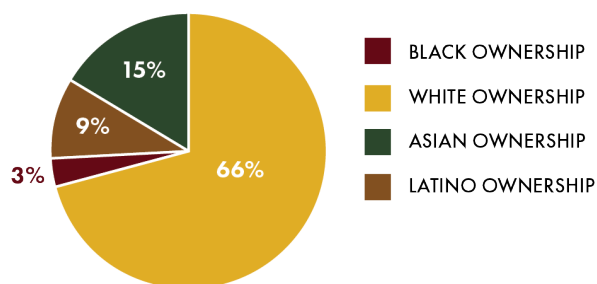
AVERAGE ANNUAL PAYROLL FOR BUSINESS OWNERS

$549K	$209K	$176K	$163K	n/a
WHITE OWNERSHIP	ASIAN OWNERSHIP	BLACK OWNERSHIP	LATINO OWNERSHIP	OTHER OWNERSHIP

LEVELING THE PLAYING FIELD IN EDUCATION

While education is not the 'great equalizer' in terms of closing racial wealth gaps[21], quality K-12 education indicators such as low disciplinary rates and adequate funding are proven to have long-term, positive impacts on economic mobility for low-income students of color.[22,23] Institutional racism has created immense educational disparities in the United States, starting at the most fundamental level of funding for public education. Since schools raise much of their revenue through local property taxes, high poverty districts primarily serving students of color (typically in segregated communities of color) get less funding than their White counterparts.[24]
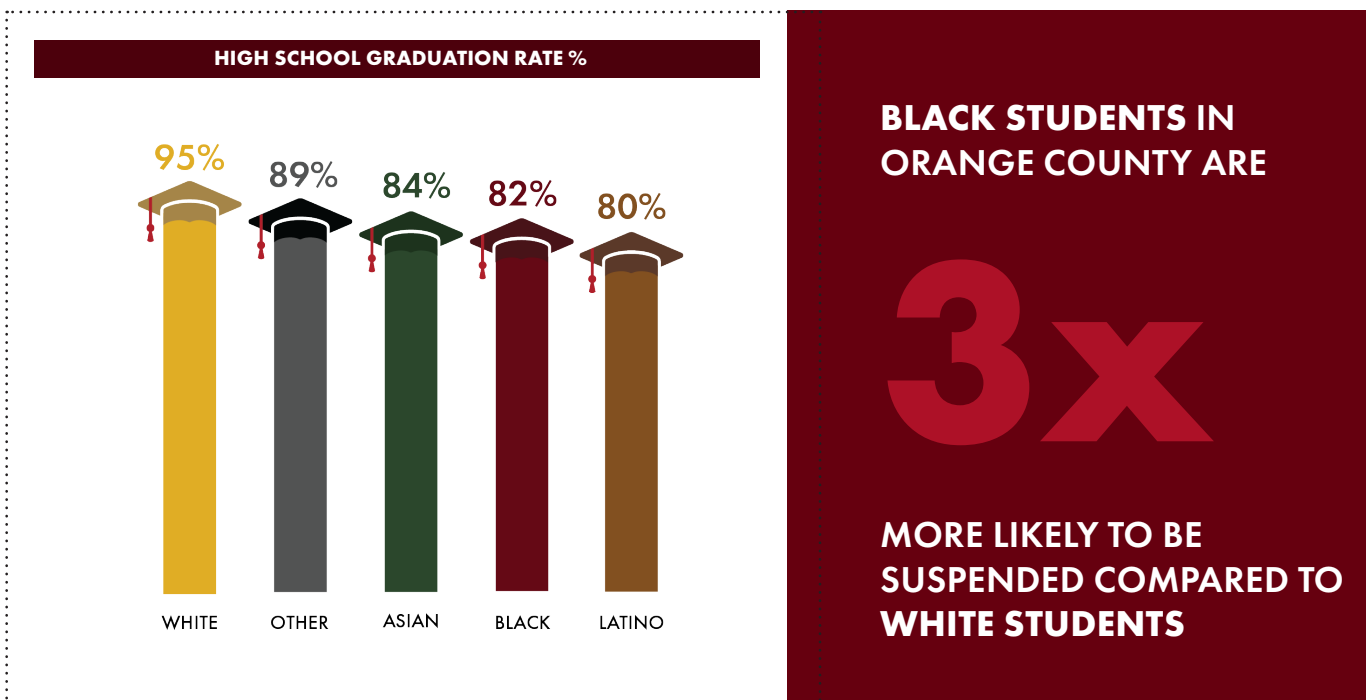
The Florida Education Finance Plan (FEFP) has been heralded as a national standard for its effort to separate school funding from property taxes to increase equity in school funding. In practice, funding caps and continued underfunding from the Florida Legislature have severely limited FEFP's ability to reach the poorest districts. Moreover, a policy loophole in FEFP has resulted in wealthier districts (districts with higher property tax levels) leveraging additional funds for their school systems.[25] According to a 2021 Education Law Center report, Florida received an 'F' rating in funding levels, funding distribution, and funding effort.[26] The report found that even if Florida increased funding by more than $3,000 per pupil, they would still fall far short of the national average of $15,487.

Orlando is greatly impacted by these state-level disparities. White residents have a 95% high school degree attainment rate, which is higher than the county, state, and national levels -- 94%, 93%, and 93%, respectively. Conversely, all other racial groups in Orlando see a lower high school attainment rate. 82.1% for Black residents, 80.3% for Latino residents, and 84.3% for Asian residents. Equally alarming are the racial disparities in school discipline. Between 2019-2020, Black students in Orange County were three times more likely to be suspended from school than their white peers, despite making up about 20% of enrolled students.[27]

Black students in Florida are four times as likely to be arrested than their peers.[28] Studies show the link between exclusionary punishments and later involvement in the criminal justice system[29] – as little as one suspension or expulsion makes a student less likely to graduate high school. Further, schools that have much stricter disciplinary environments have disproportionately negative impacts for Black and Latino students, which suggests that suspension policies expand preexisting gaps in educational attainment and incarceration.

HIGH SCHOOL GRADUATION RATE %

WHITE	OTHER	ASIAN	BLACK	LATINO
95%	89%	84%	82%	80%

BLACK STUDENTS IN **ORANGE COUNTY ARE**

3x

MORE LIKELY TO BE SUSPENDED COMPARED TO WHITE STUDENTS

HEALTH EQUITY AND THE ROLE OF PLACE

Health, wealth, place, and race are inextricably linked and mutually reinforcing indicators. Disparities in social conditions such as health care, housing, and social services have negative impacts on the health outcomes of individuals and communities. The Covid-19 pandemic highlighted the stark disparities in healthcare and outcomes between White Americans and people of color, with Black, Latino, Asian, and Native Americans experiencing significantly higher rates of infection, hospitalization, and deaths. In Florida, Latino Floridians are uninsured at more than twice the rate of White Floridians.

In Orlando, this disparity is even greater, with White residents uninsured at a rate of 9.9%, while 21.5% of Latino residents are uninsured – a fifth of their population. Similarly, Black residents see a 16.3% rate and Asian residents are uninsured at 13.5%. The uninsured rate for the city of Orlando altogether is 13.5% of the city's population according to the most recent estimates for the U.S. Census Bureau. That uninsured rate skyrockets to 45.1% for those who are unemployed.

Another factor linking place and race to health outcomes is environment, and the legacy of redlining and segregation in Orlando has forced many Black and Latino households into neighborhoods with poor air quality. The Griffin Park neighborhood of Parramore, a predominantly Black neighborhood with a child poverty rate of 73 percent, is surrounded on all sides by Interstate 4.[30] 10% of adults in Parramore suffer from asthma as residents are exposed to cancer-causing air particles.[31] Segregated neighborhoods are often poorer, more exposed to toxic pollutants, have less access to doctors, and are more likely to be situated in food desserts with less access to healthy food options.[32,33]

UNINSURED HEALTH CARE RATE

LATINO — 21%
OTHER — 19%
BLACK — 16%
ASIAN — 13%
WHITE — 10%
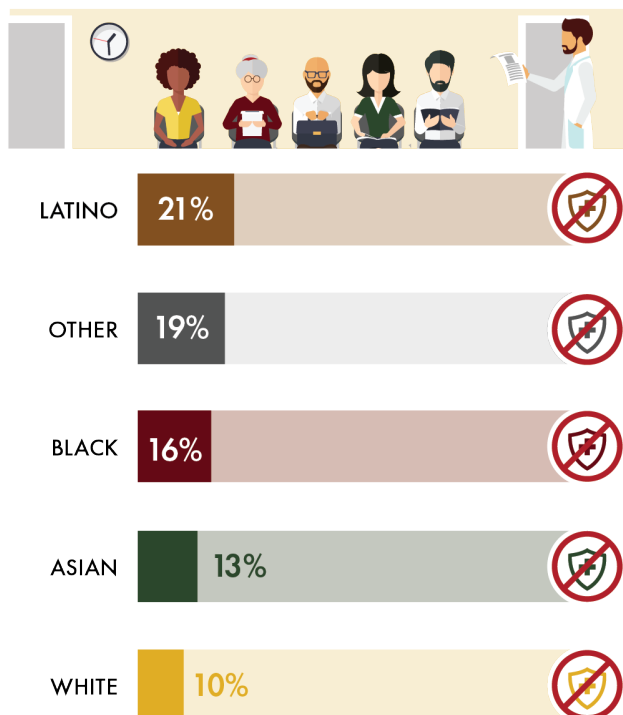
CHILD POVERTY RATE - GRIFFIN PARK

73%

RESIDENTS SUFFERING WITH ASTHMA - PARRAMORE

10%
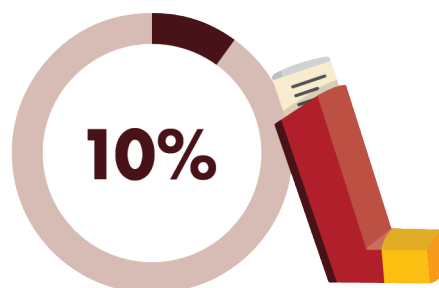
POLICIES AND PRACTICES TO CLOSE THE DIVIDE

The city of Orlando has a growing and resilient economy with ample room for residents of all races and ethnicities to prosper. Structural changes to policies and practices, not individual choices, are the key to closing the racial wealth divide. If Florida expanded Medicaid, almost half a million adults and 28,000 children would be eligible for health insurance.[34] Down payment assistance programs for first-time homebuyers, especially those living in formerly redlined neighborhoods, would go far to close the racial wealth gap.[35] Despite a 2020 vote to raise Florida minimum wage to $15 an hour by 2026, the MIT Living Wage Calculator shows that an adult with no children needs an hourly wage of $17.61, and $41.92 in wages for an adult with two children.[36] On a local level, collaborative investment efforts like the Enterprising Black Orlando Fund are promising pathways to increasing Black wealth through supporting Orlando's Black nonprofits and businesses. As we move into 2023, Prosperity Now provides recommendations to leaders and policymakers on policies that will help families to have financial stability in our State Policy Priorities report.

POPULATION AND DEMOGRAPHICS

DATA MEASURES	ORLANDO, FL		ORANGE COUNTY, FL		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE	Estimate	MOE
Total Individuals	618,353	±4,952	1,349,113	±2,642	21,477,737	±3	328,239,523	±0
White alone	239,568	±3,604	539,775	±2,461	11,373,473	±11,512	196,795,251	±27,800
Person of color	378,785	±4,520	809,338	±2,231	10,104,264	±11,512	131,444,272	±27,800
Black alone	142,498	±3,022	268,719	±2,414	3,275,857	±17,420	40,650,969	±86,732
Asian alone	23,079	±1,462	68,274	±1,376	584,014	±8,841	18,393,713	±51,881
Other	18,635	±1,964	45,562	±2,932	579,050	±19,141	11,914,813	±107,526
Hispanic/Latinx	194,573	±3,954	426,783	±752	5,665,343	±2,767	60,484,777	±16,568
Total Households	225,183	±1,625	461,706	±2,679	7,905,833	±23,039	122,802,904	±137,181
White alone	102,555	±2,029	215,744	±1,866	4,806,356	±20,131	81,880,378	±87,002
Household of color	122,628	±1,993	245,962	±2,668	3,099,477	±21,980	40,922,526	±104,484
Black alone	46,707	±1,606	84,343	±1,884	1,051,029	±15,017	15,006,720	±48,836
Asian alone	7,451	±534	20,885	±880	182,569	±5,091	6,006,033	±28,127
Other	5,754	±808	12,828	±1,116	142,273	±8,757	3,210,684	±48,433
Hispanic/Latinx	62,716	±1,577	127,906	±2,224	1,723,606	±17,525	16,699,089	±53,197
U.S. Citizenship Rate	89.0%	±0.6%	89.6%	±0.5%	91.0%	±0.2%	93.4%	±0.1%
White alone	96.1%	±0.5%	95.9%	±0.4%	97.6%	±0.1%	98.6%	±0.0%
Person of color	84.5%	±0.9%	85.4%	±0.7%	83.7%	±0.4%	85.7%	±0.1%
Black alone	88.0%	±1.5%	89.5%	±1.0%	92.1%	±0.5%	96.1%	±0.1%
Asian alone	71.2%	±3.6%	75.8%	±2.2%	73.5%	±1.7%	73.6%	±0.3%
Other	89.3%	±3.3%	90.7%	±2.2%	93.9%	±1.0%	95.9%	±0.2%
Hispanic/Latinx	83.0%	±1.2%	83.9%	±0.9%	78.8%	±0.6%	80.3%	±0.2%
Non-English Speaking Household Rate	8.9%	±0.5%	7.8%	±0.3%	7.0%	±0.2%	4.3%	±0.0%
White alone	1.3%	±0.3%	1.2%	±0.2%	0.9%	±0.1%	0.8%	±0.0%
Household of color	15.2%	±0.8%	13.7%	±0.6%	16.6%	±0.4%	11.2%	±0.1%
Black alone	3.7%	±0.9%	3.3%	±0.6%	3.3%	±0.4%	1.4%	±0.1%
Asian alone	19.4%	±3.4%	16.2%	±2.4%	16.3%	±1.4%	19.7%	±0.3%
Other	3.0%	±1.8%	3.1%	±1.3%	4.7%	±1.2%	2.8%	±0.2%
Hispanic/Latinx	24.5%	±1.4%	21.2%	±1.1%	25.6%	±0.7%	18.5%	±0.2%

Notes: Hispanic or Latinx indicates someone who is of Spanish, Hispanic, or Latinx origin and any race. White alone, Black alone, and Asian alone indicate someone who is not of Spanish, Hispanic, or Latinx origin and only one race. Other indicates someone who is not of Spanish, Hispanic, or Latinx origin and a race other than White, Black, or Asian, or is multiple races. Households are broken out by race and ethnicity based on the race and ethnicity of the head of household or ACS reference person.

Data for US Citizenship Rate are at the individual level, so estimates indicate the percentage of individuals. Data for Non-English Speaking Household Rate are at the household level, so estimates indicate the percentage of households.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate.

Source: 2019 ACS PUMS 5-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate by County), 2019 ACS PUMS 1-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate National and State)

FINANCES

DATA MEASURES	ORLANDO, FL		ORANGE COUNTY, FL		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE	Estimate	MOE
Median Household Income†	**$49,097**	**±$906**	**$58,003**	**±$830**	**$59,093**	**±$424**	**$65,659**	**±$0**
White alone	$64,259	±$1,697	$72,391	±$1,462	$65,356	±$415	$71,619	±$208
Household of color	**$39,761**	**±$1,103**	**$48,195**	**±$1,146**	**$50,507**	**±$208**	**$54,750**	**±$320**
Black alone	$37,816	±$1,583	$44,446	±$1,451	$43,770	±$1,246	$43,638	±$415
Asian alone	$60,609	±$6,384	$72,202	±$6,093	$75,761	±$3,656	$93,943	±$872
Other	$43,111	±$9,901	$60,609	±$6,287	$56,568	±$3,531	$57,881	±$1,039
Hispanic/Latinx	$39,845	±$1,911	$46,415	±$1,396	$52,528	±$1,246	$55,558	±$208
Income Poverty Rate	**19.9%**	**±0.9%**	**15.0%**	**±0.5%**	**12.7%**	**±0.3%**	**12.3%**	**±0.1%**
White alone	12.3%	±0.9%	9.5%	±0.5%	9.2%	±0.3%	9.0%	±0.1%
Person of color	**24.5%**	**±1.3%**	**18.7%**	**±0.8%**	**16.6%**	**±0.5%**	**17.3%**	**±0.1%**
Black alone	26.6%	±2.1%	20.0%	±1.4%	19.7%	±1.0%	21.1%	±0.2%
Asian alone	17.1%	±3.6%	12.0%	±2.1%	10.2%	±1.4%	9.6%	±0.2%
Other	16.7%	±4.5%	14.4%	±2.9%	14.4%	±1.4%	16.5%	±0.4%
Hispanic/Latinx	24.7%	±1.9%	19.3%	±1.3%	15.7%	±0.6%	17.2%	±0.2%
Asset Poverty Rate***	**34%**	**±10%**	**28%**	**±10%**	**25%**	**±10%**	**24%**	**±10%**
White alone	22%	±10%	19%	±10%	15%	±10%	17%	±10%
Household of color	**44%**	**±10%**	**37%**	**±10%**	**34%**	**±10%**	**36%**	**±10%**
Black alone	52%	±10%	44%	±10%	43%	±10%	44%	±10%
Asian alone	14%	±10%	12%	±10%	13%	±10%	15%	±10%
Other	---	---	---	---	---	---	---	---
Hispanic/Latinx	41%	±10%	36%	±10%	31%	±10%	35%	±10%
Liquid Asset Poverty Rate***	**42%**	**±10%**	**37%**	**±10%**	**38%**	**±10%**	**32%**	**±10%**
White alone	25%	±10%	22%	±10%	23%	±10%	24%	±10%
Household of color	**56%**	**±10%**	**50%**	**±10%**	**50%**	**±10%**	**49%**	**±10%**
Black alone	59%	±10%	53%	±10%	54%	±10%	53%	±10%
Asian alone	25%	±10%	22%	±10%	22%	±10%	22%	±10%
Other	---	---	---	---	---	---	---	---
Hispanic/Latinx	57%	±10%	53%	±10%	51%	±10%	56%	±10%
Households with Zero Net Worth Rate***	**23%**	**±10%**	**19%**	**±10%**	**15%**	**±10%**	**16%**	**±10%**
White alone	16%	±10%	13%	±10%	11%	±10%	12%	±10%
Household of color	**37%**	**±10%**	**32%**	**±10%**	**31%**	**±10%**	**32%**	**±10%**
Black alone	8%	±10%	7%	±10%	7%	±10%	8%	±10%
Asian alone	---	---	---	---	---	---	---	---
Hispanic/Latinx	24%	±10%	21%	±10%	17%	±10%	19%	±10%

Notes: Hispanic or Latinx indicates someone who is of Spanish, Hispanic or Latinx origin and any race. White alone, Black alone and Asian alone indicate someone who is not of Spanish, Hispanic or Latinx origin and only one race. Other indicates someone who is not of Spanish, Hispanic or Latinx origin and a race other than White, Black or Asian, or is multiple races. Households are broken out by race and ethnicity based on the race and ethnicity of the head of household or ACS reference person.

Data for Income Poverty Rate are at the individual level, so estimates indicate the percentage of individuals. Data for Median Household Income, Asset Poverty Rate, Liquid Asset Poverty Rate, and Households with Zero Net Worth Rate are at the household level, so estimates indicate the percentage of households.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate.

†Median Household Income is reported in 2019 dollars.

***These measures only have rough estimates and no real MOEs. Instead, we've included a 10% error range to represent the impreciseness of these estimates. These measures also do not have estimates for the Other race/ethnicity category

Source: 2019 ACS PUMS 5-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate by County), 2019 ACS PUMS 1-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate National and State)

EMPLOYMENT

DATA MEASURES	ORLANDO, FL		ORANGE COUNTY, FL		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE	Estimate	MOE
Labor Force Participation Rate	**66.0%**	**±0.7%**	**67.2%**	**±0.5%**	**59.3%**	**±0.2%**	**63.6%**	**±0.1%**
White alone	63.6%	±1.0%	66.4%	±0.6%	54.3%	±0.3%	62.1%	±0.1%
Person of color	**67.6%**	**±0.9%**	**67.8%**	**±0.6%**	**65.6%**	**±0.3%**	**66.1%**	**±0.1%**
Black alone	68.7%	±1.4%	69.0%	±1.1%	64.8%	±0.5%	63.0%	±0.2%
Asian alone	64.8%	±3.0%	64.4%	±1.9%	63.3%	±1.2%	66.2%	±0.3%
Other	72.9%	±4.1%	71.4%	±2.6%	64.3%	±1.9%	65.3%	±0.4%
Hispanic/Latinx	66.8%	±1.2%	67.4%	±0.8%	66.5%	±0.5%	68.3%	±0.1%
Unemployment Rate	**5.4%**	**±0.4%**	**5.1%**	**±0.3%**	**4.5%**	**±0.2%**	**4.5%**	**±0.0%**
White alone	3.8%	±0.4%	3.9%	±0.4%	4.1%	±0.2%	3.7%	±0.0%
Person of color	**6.5%**	**±0.6%**	**6.1%**	**±0.4%**	**5.0%**	**±0.3%**	**5.8%**	**±0.1%**
Black alone	8.7%	±1.2%	8.2%	±0.8%	7.4%	±0.6%	7.8%	±0.2%
Asian alone	4.2%	±2.0%	4.4%	±1.1%	4.2%	±0.9%	3.5%	±0.1%
Other	4.1%	±2.0%	5.2%	±1.8%	5.4%	±1.1%	6.9%	±0.3%
Hispanic/Latinx	5.5%	±0.8%	5.1%	±0.6%	3.7%	±0.3%	5.1%	±0.1%

Notes: Hispanic or Latinx indicates someone who is of Spanish, Hispanic or Latinx origin and any race. White alone, Black alone and Asian alone indicate someone who is not of Spanish, Hispanic or Latinx origin and only one race. Other indicates someone who is not of Spanish, Hispanic or Latinx origin and a race other than White, Black or Asian, or is of multiple races. Households are broken out by race and ethnicity based on the race and ethnicity of the head of household or ACS reference person.

Data for U.S. Citizenship Rate are at the individual level, so estimates indicate the percentage of individuals. Data for Non-English Speaking Household Rate are at the household level, so estimates indicate the percentage of households.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate.

Source: 2019 ACS PUMS 5-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate by County), 2019 ACS PUMS 1-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate National and State)

BUSINESS OWNERSHIP

DATA MEASURES	ORLANDO-KISSIMMEE-SANFORD METRO AREA		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE
Ownership As A Percentage of All Businesses	**100.0%**	**±0.0%**	**±100.0%**	**±0.0%**	**100.0%**	**±0.0%**
White ownership	66.5%	---	±70.6%	±0.7%	77.0%	±0.1%
Owner of color	**27.9%**	**±2.9%**	**±24.9%**	**±0.6%**	**19.5%**	**±0.2%**
Black ownership	3.4%	±1.0%	±2.6%	±0.2%	2.2%	±0.1%
Asian ownership	9.4%	±1.6%	±6.2%	±0.3%	10.0%	±0.1%
Other ownership	---	---	±0.2%	±0.1%	0.5%	±0.0%
Hispanic/Latinx ownership	15.1%	±2.4%	±15.9%	±0.4%	6.9%	±0.1%
Average Annual Payroll (in thousands of dollars)†	**$1,026**	**±$71**	**±$929**	**±$21**	**$1,252**	**±$10**
White ownership	$549	±$96	±$450	±$36	$585	±$9
Owner of color	**$180**	**±$36**	**±$235**	**±$27**	**$320**	**±$10**
Black ownership	$176	±$102	±$184	±$24	$310	±$12
Asian ownership	$209	±$57	±$256	±$37	$320	±$13
Other ownership	---	---	±$191	±$85	$352	±$28
Hispanic/Latinx ownership	$163	±$52	±$235	±$39	$321	±$22

Notes: Race and ethnicity breakdowns for business data represent the race and ethnicity of the owner or owners of the business. White ownership indicates businesses with a majority of owners who are White and non-Hispanic/Latinx. Black indicates businesses with a majority of owners who are Black and non-Hispanic/Latinx. Hispanic/Latinx ownership indicates businesses with a majority of owners who are Hispanic/Latinx. Other indicates businesses with a majority of owners who are other races and non-Hispanic/Latinx as well as business with multiple owners and no majority race or ethnicity. The race/ethnicity categories are different in this table than in other tables due to the nature of the type of data and restrictions in the data source.

Data are at the firm level, so estimates indicate the percentage of firms. Business data is only available nationally, by state, and by metro area.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate. MOEs are approximated in this table.

†Average Annual Payroll is defined as total annual payroll for a category divided by number of businesses in a category. Estimates are not available for Other ownership.

*Average Business Value is defined as total sales, value of shipments, or revenue divided by number of businesses in a category. Estimates are only available nationally. Estimates are not available for Other ownership.

Source: 2019 Annual Business Survey Summary Estimates (Ownership as A Percentage of All Businesses & Average Annual Payroll & Average Business Value)

HOUSING AND HOMEOWNERSHIP

DATA MEASURES	ORLANDO, FL		ORANGE COUNTY, FL		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE	Estimate	MOE
Homeownership Rate	**42.9%**	**±0.8%**	**55.1%**	**±0.6%**	**66.3%**	**±0.4%**	**64.2%**	**±0.2%**
White alone	57.0%	±1.1%	65.5%	±0.8%	75.5%	±0.4%	72.2%	±0.2%
Household of color	**31.1%**	**±1.1%**	**46.0%**	**±1.0%**	**51.9%**	**±0.6%**	**48.1%**	**±0.3%**
Black alone	27.1%	±2.0%	41.8%	±1.7%	47.7%	±1.1%	42.3%	±0.4%
Asian alone	59.3%	±3.8%	72.7%	±2.6%	71.3%	±2.0%	60.8%	±0.4%
Other	30.3%	±5.5%	48.3%	±4.9%	57.8%	±2.6%	50.7%	±0.7%
Hispanic/Latinx	30.7%	±1.7%	44.1%	±1.4%	52.0%	±0.9%	48.1%	±0.3%
Median Property Value*	**$197,000**	**±$4,112**	**$230,000**	**±$2,056**	**$240,000**	**±$0**	**$230,000**	**±$2,056**
White alone	$240,000	±$8,225	$250,000	±$0	$240,000	±$822	$230,000	±$2,056
Household of color	**$150,000**	**±$0**	**$200,000**	**±$0**	**$240,000**	**±$4,113**	**$234,000**	**±$2,056**
Black alone	$140,000	±$9,459	$180,000	±$6,169	$200,000	±$0	$175,000	±$2,056
Asian alone	$200,000	±$14,394	$260,000	±$14,394	$285,000	±$10,281	$450,000	±$0
Other	$170,000	±$26,320	$225,000	±$18,506	$240,000	±$10,281	$225,000	±$4,112
Hispanic/Latinx	$150,000	±$2,879	$200,000	±$2,056	$250,000	±$0	$223,000	±$2,056
Cost-Burdened Renter Rate†	**57.6%**	**±1.3%**	**56.4%**	**±1.2%**	**56.3%**	**±0.7%**	**48.8%**	**±0.2%**
White alone	49.7%	±2.2%	49.1%	±1.6%	51.2%	±1.0%	44.8%	±0.2%
Household of color	**61.6%**	**±2.0%**	**60.4%**	**±1.6%**	**60.3%**	**±1.0%**	**53.0%**	**±0.3%**
Black alone	61.4%	±3.0%	61.2%	±2.5%	61.9%	±1.4%	55.6%	±0.4%
Asian alone	43.7%	±8.5%	39.6%	±6.5%	45.4%	±3.8%	42.3%	±0.8%
Other	61.0%	±9.0%	56.2%	±6.5%	53.7%	±4.4%	49.1%	±1.0%
Hispanic/Latinx	62.9%	±2.4%	61.8%	±2.2%	60.6%	±1.3%	53.9%	±0.4%
Cost-Burdened Owner Rate†	**26.1%**	**±1.1%**	**26.1%**	**±0.8%**	**24.7%**	**±0.4%**	**21.3%**	**±0.1%**
White alone	22.7%	±1.2%	21.9%	±0.9%	21.6%	±0.4%	19.2%	±0.1%
Household of color	**31.4%**	**±2.3%**	**31.4%**	**±1.5%**	**31.7%**	**±0.8%**	**27.7%**	**±0.2%**
Black alone	34.0%	±3.7%	34.1%	±2.9%	32.8%	±1.4%	29.4%	±0.4%
Asian alone	22.1%	±4.5%	26.2%	±3.7%	25.3%	±2.5%	25.7%	±0.5%
Other	28.1%	±10.2%	26.4%	±5.3%	29.1%	±3.4%	24.4%	±0.6%
Hispanic/Latinx	32.1%	±2.9%	31.7%	±1.9%	32.3%	±1.1%	28.0%	±0.4%

Notes: Hispanic or Latinx indicates someone who is of Spanish, Hispanic or Latinx origin and any race. White alone, Black alone and Asian alone indicate someone who is not of Spanish, Hispanic or Latinx origin and only one race. Other indicates someone who is not of Spanish, Hispanic or Latinx origin and a race other than White, Black or Asian, or is of multiple races. Households are broken out by race and ethnicity based on the race and ethnicity of the head of household or ACS reference person.

Data are at the household level, so estimates indicate the percentage of households.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate.

*Median Property Value is reported in 2019 dollars.

***High-cost mortgage loan rate is defined as the number of high-cost mortgage loans originating in 2019 as defined by HOEPA status out of eligible single-family loans.

†Cost-burdened is defined as households with specified housing costs that are at least 30% of their household income.

Source: 2019 ACS PUMS 5-year Estimates (Homeownership Rate, Median Property Value, Cost-Burden Homeowner Rate, and Cost-Burden Renter Rate by County), 2019 ACS PUMS 1-year Estimates (Homeownership Rate, Median Property Value, Cost-Burden Homeowner Rate, and Cost-Burden Renter Rate National and State)

EDUCATIONAL ATTAINMENT

DATA MEASURES	ORLANDO, FL		ORANGE COUNTY, FL		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE	Estimate	MOE
High School Degree Attainment Rate	**87.4%**	**±0.5%**	**88.6%**	**±0.4%**	**88.4%**	**±0.2%**	**88.6%**	**±0.1%**
White alone	95.0%	±0.5%	94.8%	±0.4%	93.2%	±0.2%	93.3%	±0.1%
Person of color	**81.6%**	**±0.8%**	**83.9%**	**±0.7%**	**82.1%**	**±0.4%**	**80.3%**	**±0.1%**
Black alone	82.1%	±1.6%	84.8%	±1.0%	84.7%	±0.6%	87.3%	±0.2%
Asian alone	84.3%	±2.4%	86.7%	±1.5%	87.4%	±1.3%	87.9%	±0.2%
Other	88.8%	±3.4%	89.3%	±2.5%	89.4%	±1.3%	89.4%	±0.3%
Hispanic/Latinx	80.3%	±1.2%	82.3%	±0.9%	79.5%	±0.6%	70.5%	±0.3%
Any College Degree Attainment Rate*	**42.9%**	**±0.8%**	**45.4%**	**±0.6%**	**40.7%**	**±0.3%**	**41.8%**	**±0.1%**
White alone	55.6%	±1.3%	54.5%	±0.9%	44.7%	±0.4%	46.1%	±0.1%
Person of color	**33.4%**	**±1.0%**	**38.4%**	**±0.8%**	**35.3%**	**±0.6%**	**34.1%**	**±0.2%**
Black alone	28.1%	±1.7%	34.1%	±1.6%	29.5%	±0.8%	31.5%	±0.2%
Asian alone	57.2%	±3.8%	60.9%	±2.6%	58.6%	±1.7%	62.3%	±0.4%
Other	49.6%	±6.2%	47.7%	±3.5%	45.5%	±2.6%	39.9%	±0.5%
Hispanic/Latinx	32.8%	±1.4%	36.1%	±1.2%	35.1%	±0.8%	24.5%	±0.3%
Bachelor's Degree Attainment Rate	**31.9%**	**±0.8%**	**34.5%**	**±0.6%**	**30.7%**	**±0.3%**	**33.2%**	**±0.1%**
White alone	45.0%	±1.2%	44.1%	±0.8%	34.6%	±0.3%	36.9%	±0.1%
Person of color	**22.1%**	**±0.9%**	**27.1%**	**±0.8%**	**25.5%**	**±0.5%**	**26.5%**	**±0.2%**
Black alone	16.9%	±1.4%	22.9%	±1.5%	19.4%	±0.7%	22.7%	±0.2%
Asian alone	48.6%	±4.1%	52.0%	±2.5%	50.9%	±1.6%	55.9%	±0.4%
Other	36.4%	±5.5%	36.0%	±3.4%	33.2%	±2.3%	30.2%	±0.4%
Hispanic/Latinx	21.1%	±1.4%	24.3%	±1.0%	25.5%	±0.7%	17.6%	±0.2%
Graduate or Professional Degree Attainment Rate	**10.7%**	**±0.4%**	**11.6%**	**±0.4%**	**11.4%**	**±0.2%**	**12.8%**	**±0.1%**
White alone	15.6%	±0.8%	14.6%	±0.6%	13.2%	±0.2%	14.2%	±0.1%
Person of color	**7.0%**	**±0.5%**	**9.3%**	**±0.5%**	**9.0%**	**±0.3%**	**10.2%**	**±0.1%**
Black alone	5.4%	±0.7%	7.5%	±0.6%	6.9%	±0.4%	8.8%	±0.1%
Asian alone	18.9%	±3.1%	21.9%	±2.2%	23.1%	±1.5%	24.9%	±0.3%
Other	11.6%	±3.6%	11.3%	±2.3%	10.5%	±1.4%	11.0%	±0.3%
Hispanic/Latinx	6.3%	±0.7%	7.9%	±0.6%	8.5%	±0.4%	5.6%	±0.1%

Notes: Hispanic or Latinx indicates someone who is of Spanish, Hispanic or Latinx origin and any race. White alone, Black alone and Asian alone indicate someone who is not of Spanish, Hispanic or Latinx origin and only one race. Other indicates someone who is not of Spanish, Hispanic or Latinx origin and a race other than White, Black or Asian, or is of multiple races.

Data are at the individual level, so estimates indicate the percentage of individuals.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate.

*Any college degree includes associate's degree, bachelor's degree, graduate degree, or post-bachelor's professional degree.

Source: 2019 ACS PUMS 5-year Estimates (High School Attainment Rate, Any College Degree Attainment Rate, Bachelor's Degree Attainment Rate, and Graduate or Professional Degree Attainment Rate by County), 2019 ACS PUMS 1-year Estimates (High School Attainment Rate, Any College Degree Attainment Rate, Bachelor's Degree Attainment Rate, and Graduate or Professional Degree Attainment Rate National and State)

HEALTH INSURANCE

DATA MEASURES	ORLANDO, FL		ORANGE COUNTY, FL		FLORIDA		UNITED STATES	
	Estimate	MOE	Estimate	MOE	Estimate	MOE	Estimate	MOE
Uninsured Health Care Rate	**15.4%**	**±0.7%**	**13.5%**	**±0.5%**	**13.6%**	**±0.2%**	**9.4%**	**±0.1%**
White alone	9.9%	±0.8%	9.2%	±0.4%	9.9%	±0.2%	6.4%	±0.1%
Person of color	**18.9%**	**±0.9%**	**16.3%**	**±0.7%**	**17.7%**	**±0.4%**	**14.0%**	**±0.1%**
Black alone	16.3%	±1.3%	14.2%	±0.9%	16.8%	±0.7%	11.0%	±0.1%
Asian alone	13.5%	±2.5%	11.7%	±1.7%	12.1%	±1.3%	6.6%	±0.2%
Other	19.4%	±4.1%	16.8%	±2.7%	14.1%	±1.2%	10.5%	±0.2%
Hispanic/Latinx	21.5%	±1.1%	18.3%	±0.9%	19.2%	±0.6%	18.9%	±0.2%

Notes: Hispanic or Latinx indicates someone who is of Spanish, Hispanic or Latinx origin and any race. White alone, Black alone and Asian alone indicate someone who is not of Spanish, Hispanic or Latinx origin and only one race. Other indicates someone who is not of Spanish, Hispanic or Latinx origin and a race other than White, Black or Asian, or is of multiple races. Households are broken out by race and ethnicity based on the race and ethnicity of the head of household or ACS reference person.

Data for U.S. Citizenship Rate are at the individual level, so estimates indicate the percentage of individuals. Data for Non-English Speaking Household Rate are at the household level, so estimates indicate the percentage of households.

The Margins of Error (MOEs) are calculated at a 90% confidence level and represent a range of other possible but less likely values for the estimate.

Source: 2019 ACS PUMS 5-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate by County), 2019 ACS PUMS 1-year Estimates (Total Individuals & Total Households & US Citizenship Rate & Non-English Speaking Household Rate National and State)

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RACIAL WEALTH DIVIDE PARTNERS IN ORLANDO, FL

PROSPERITY NOW believes that everyone deserves a chance to prosper. Since 1979, we have helped millions of people, especially people of color and those of limited incomes, to achieve financial security, stability and, ultimately, prosperity. We offer a unique combination of practical solutions, in-depth research and proven strategies, all aimed at building wealth for those who need it most. We recognize the devastating impact of the racial wealth divide on people and our economy, and we strive to equip organizations of color and others with the capacity, tools and cultural competency necessary to address structural and systemic barriers facing families of color. Gary Cunningham is our President and CEO.

RACIAL ECONOMIC JUSTICE (REJ) team at Prosperity Now (previously the Racial Wealth Divide Initiative) works to strengthen the ability of all Prosperity Now's programs to proactively address racial wealth inequality and deepen the analysis of asset poverty challenges impacting communities of color. REJ launches and implements projects that highlight best practices for eradicating racial wealth inequality, including collaborating with local and regional organizations. REJ supports the efforts of Prosperity Now and its partners to drive programming and policy solutions that reduce racial economic inequality at the national, state and local levels.

CENTRAL FLORIDA FOUNDATION stewards philanthropic dollars on behalf of individuals, families, and nonprofits. In 1994, ten visionary thinkers gathered around a table to discuss a simple question: how can we really change Central Florida for the better? The answer was to join forces not just with their dollars, but with the full power of their vision, passion and community connection. Only then, could they drive deep and lasting social change. This partnership evolved into the Central Florida Foundation. Central Florida Foundation and our fundholders invest in nonprofits working to make real change last in the community. Our Community Investment Funds and Impact Funds focus on innovative and creative solutions to pressing community issues. Information about Central Florida Foundation is available at https://cffound.org.

FLORIDA BLUE FOUNDATION enables healthy communities by making grants, building coalitions, and embracing solutions that create a meaningful impact in its communities. More than 8 million Floridians have received services as a result of its community investments since its founding in 2001. Florida Blue Foundation is committed to improve health equity by impacting food security, advancing mental well-being, growing healthy communities, and addressing systemic racism and resulting health disparities. Florida Blue Foundation is a trade name of Blue Cross and Blue Shield of Florida Foundation, Inc., an Independent Licensee of Blue Cross and Blue Shield Association. For more information, please visit www.floridabluefoundation.com.

THE ENTERPRISING BLACK ORLANDO (EBO) fund serves as an intentional effort to change that. Enterprising Black Orlando is currently made up of three partnering organizations with a long-standing history in the Orlando community. The three organizations include: the Central Florida Urban League, Black Business Investment Fund (BBIF), and the African American Chamber of Commerce of Central Florida. Other key funding partners include: Central Florida Foundation, Wells Fargo Foundation, and Florida Blue Foundation.

EBO KEY OBJECTIVES:

- Assist in supporting and investing in high-impact Black-led nonprofits to create opportunities that advance economic and wealth building mobility;

- Build an understanding of the intersection of poverty, income, assets, debt, and the racial wealth divide in the context of Orlando;

- Collect data, feedback from local leaders and other key players on the state of the Black community to inform an analysis that informs the strategic efforts of the impact fund; and

- Establish partners across sectors to have lasting local influence and scalability that advances social and financial change.

Collectively, EBO will build the capacity for nonprofits led by Black leader to engage around issues of racial economic inequality by designing, developing and implementing innovative economic mobility pilots for Black businesses and communities throughout the Orlando MSA.

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