



LGBTQ and Latino Community Assets in the Orlando Area

Funders for LGBTQ Issues is in the process of conducting a philanthropic assessment of opportunities for funders to strengthen the Orlando area's LGBTQ (lesbian, gay, bisexual, transgender, and queer) and Latino communities in the wake of the Pulse tragedy. We are conducting this assessment in collaboration with several key partners: [Our Fund Foundation](#) and its newly formed [Contigo Fund](#), the Arcus Foundation, the Open Society Foundations, and ThoughtWorks. We have also appreciated the advice and partnership of several local funders and partners, particularly the United Way of the Heart of Florida and the Central Florida Foundation, whose portal of nonprofit profiles has been an invaluable resource for gathering information on staffing and finances of community organizations.

As part of this assessment, we are conducting a comprehensive scan of community assets rooted in LGBTQ communities, Latino communities, and the intersection of the two. This document provides a preliminary summary of assets identified to date, as well as information on programs and services these organizations are offering specifically in response to the Pulse shooting. The tables below also include a links to the organization's nonprofit profile with the Central Florida Foundation when available, which offers even more detailed information. In an effort to be comprehensive, the scan includes national and statewide organizations with offices, staff, or programs in the Orlando area, as well as nascent grassroots groups not yet incorporated or operating under the auspices of a fiscal sponsor.

To date, we have identified a total of 43 community assets: four LGBTQ Latinx community assets; 17 LGBTQ community assets, and 22 Latino community assets. Overall, the Orlando area has many strong LGBTQ and Latino leaders and a rich range of grassroots groups, but most of these groups are driven almost entirely by volunteers and operate with minimal resources and infrastructure.

This draft document in progress is intended solely for sharing with key partners and informants. We welcome your assistance in providing additional information to correct errors or fill in gaps as we prepare for a public release of the full philanthropic assessment in the fall.

LGBTQ Latinx Community Assets

To date, we have identified four community assets that focus specifically on LGBTQ Latinx communities, including two groups primarily focused on developing and supporting allies in the larger Latino community. All of these groups are nascent and have budgets of less than \$100,000.

Organization/ Program Name	Description	Roles or Services in Response to Shooting	Nonprofit Status or Structure	Profile at CFF?	Number of Staff	Annual Expenses (for 2015 unless noted)
PFLAG Tampa Chapter	Group for Latino parents of LGBTQ children. Meets monthly in Spanish. Only known formal LGBTQ Latino nonprofit in all of Central Florida	None specifically that we know of; likely providing peer support for parents of affected young people.	501(c)(3)	No	All volunteer	\$4,750
Potential LGBTQ Latinx Church	Stanley Ramos, an LGBTQ Latinx community leader from Orlando, hopes to establish a church rooted in the LGBTQ Latinx community after completing his Master of Divinity in Atlanta.	Church would provide spiritual support and fellowship for affected communities.	Not yet formed	No	All volunteer	N/A
QLatinx	New grassroots group of LGBTQ Latinx young people formed in the wake of the Pulse tragedy.	Peer support, empowerment, and advocacy for communities affected by the shooting.	Fiscally sponsored by Hispanic Federation/Somos Orlando	No, but HF does	All volunteer	Less than \$25,000
Somos Orlando	A new coalition of Latinx organizations in response to the Pulse shooting.	Coalition is working to coordinate bilingual and LGBTQ culturally competent services for victims' families and	Fiscally sponsored by Hispanic Federation	No, but HF does	1 FT; planning to staff up	Hispanic Federation is devoting at least \$90,000 to the project

raising awareness of
LGBTQ issues in Latinx
communities.

for 2016

Draft

LGBTQ Community Assets

To date, we have identified 17 LGBTQ-focused community assets, including two broadly-focused HIV/AIDS service organizations that have roots in the LGBTQ community. Only a handful of LGBTQ community organizations have budgets of \$1 million or more, all of which are HIV service providers or are state and national organizations primarily based outside the Orlando metro area. All of the local, non-HIV LGBTQ community organizations have budgets of less than \$250,000, and most are primarily volunteer-driven.

Organization/ Program Name	Description	Roles or Services in Response to Shooting	Nonprofit Status or Structure	Profile at CFF?	Number of Staff	2015 Expenses
Come Out With Pride	Organizes Orlando's annual Pride celebration, which is held in October.	This year's pride events will lift up the Pulse tragedy as well as the love and support that emerged in response to it.	501(c)(3)	No	1	\$225,000 (2013)
Equality Florida Institute	Based in St. Petersburg, Equality Florida is the statewide LGBTQ equality organization, advocating for full legal protections for LGBTQ people across the state.	Equality Florida established the Pulse Victims Fund and its staff have served as key spokespeople and advocates in the aftermath of the tragedy.	501(c)(3); also has (c)(4) arm	No	20 total; 4 in Orlando	\$2 million for 501(c)(3); \$225,000 for 501(c)(4)
Family Equality Council	National organization advocating for LGBTQ families. Southern Regional Manager based in Orlando.	None specifically identified.	501(c)(3)	No	17 total; 1 in Orlando	\$2.1 million (2014 - for national organization)
GLBT Center of Orlando	Broadly focused center for LGBTQ community	Key hub for connecting LGBTQ community resources; provides 2	501(c)(3)	Yes	4 FT; 2 PT	\$192,545

		victim services case managers at Orlando United Assistance Center.				
GLSEN Orlando	Local chapter of GLSEN, a national organization advocating for safe schools for LGBTQ students.	Member of HEAL Orlando LGBTQ Alliance.	Local chapter of national 501(c)(3)	No	Chapter is all volunteer	\$5.5 million (2014 - for national organization)
Hope & Help Center of Central Florida	Provides HIV/AIDS prevention and treatment services, including counseling and case management.	Member of HEAL Orlando LGBTQ Alliance.	501(c)(3)	Yes	25 FT; 3 PT	\$3.2 million
Impulse Group - Orlando Chapter	Provides HIV/AIDS prevention and education, with a focus on gay and bi men ages 18-30.	Member of HEAL Orlando LGBTQ Alliance.	Local chapter of international federation	No	All volunteer	Likely less than \$25,000
Joy Metropolitan Community Church	LGBTQ-rooted church.	Has held vigils and provided support for community members; building bridges with other faith leaders to increase LGBTQ inclusion.	Has church as well as 501(c)(3) arm	No	4	Not available
LGBTQ Alliance (HEAL Orlando)	A project created by an alliance of local LGBTQ organizations and community leaders in the wake of the Pulse shooting.	Is building a resource hub to direct individuals to the services and resources they need.	Not yet incorporated	No	None yet	N/A
MBA Orlando	Local LGBT chamber of commerce and association of LGBTQ business leaders.	Organized members to provide free or discounted services for victims and families,	501(c)(3)	No	3	\$130,000 (2013)

			ranging from funeral services to financial planning.				
Miracle of Love	HIV prevention and services organization rooted in the LGBTQ community.	Member of HEAL Orlando LGBTQ Alliance.	501(c)(3)	No	35	\$1.8 million (2014)	
Oasis Fellowship Ministries	LGBTQ-rooted church. Congregation is mostly young LGBTQ people of color.	Has held vigils and provided support for community members; building bridges with other faith leaders to increase LGBTQ inclusion.	Has church as well as 501(c)(3) arm	No	2	Not available	
Orlando Gay Chorus	Local mixed-gender LGBTQ chorus.	None specifically identified.	501(c)(3)	Yes	All volunteer	\$140,000 (2014)	
Orlando Youth Alliance	Provides support groups and a safe space for GLBTQ youth, as well as raising awareness among parents and educators.	OYA's weekly support groups are currently facilitated by counselors with expertise in grief and trauma.	501(c)(3)	Yes	All volunteer	\$48,185	
PFLAG Orlando/Central Florida	Local PFLAG chapter.	Member of HEAL Orlando LGBTQ Alliance.	501(c)(3)	No	All volunteer	Likely less than \$25,000	
Two Spirit Health Center	Health services for LGBTQ communities, particularly those who are low-income or uninsured, including mental health services, substance abuse services, primary	Key provider of LGBTQ-competent counseling services in the wake of the tragedy, including free	501(c)(3)	Yes	7 FT; 2 PT	\$5,373	

	care, and transition-related health services.	walk-in counseling at The Center.				
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[Zebra Coalition](#)

Services for LGBTQ youth, particularly those who are homeless or in recovery.

Opened up additional lines for its hotline in order to handle the increased volume of calls in the wake of the tragedy.

501(c)(3)

[Yes](#)

7

\$164,156 (2014)

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Latino Community Assets

To date, we have identified 22 Latino-focused community assets, including several immigrant-focused organizations that are predominantly Latino. Only a handful of Latino community organizations have budgets of \$1 million or more, most of which are national or statewide organizations based primarily outside of the Orlando area. Only three Orlando-area Latino organizations have a budget of \$1 million or more: the Hispanic Chamber of Commerce and the Hope CommUnity Center and the Farmworker Association of Florida, the latter two of which are based in Apopka. Of the 17 Orlando area-based Latino nonprofits identified to date, the other 14 are all grassroots groups that have few or no paid staff and budgets of less than \$25,000.

Organization/ Program Name	Description	Roles or Services in Response to Shooting	Nonprofit Status or Structure	Profile at CFF?	Number of Staff	2015 Expenses
Black, Latino, and Puerto Rican Alliance of Orlando	Grassroots nonprofit of community organizers working to increase civic participation among Black and Latinx (especially Puerto Rican) communities.	Somos Orlando ally.	501(c)(3)	No	Volunteer driven	Likely less than \$25,000
DREAMers' Moms	National network of mothers of undocumented immigrant youth; based in Orlando.	None specifically identified.	501(c)(3)	No	Volunteer driven	Likely less than \$25,000
Farmworker Association of Florida	Works to build power among farmworkers and other rural low-income communities of Central Florida, most of whom are Latinx and immigrants.	The Association is an ally in Somos Orlando and has been providing support to members affected by the shooting, including some of whom had not known that their children were gay.	501(c)(3)	No	30	\$1 million (2014)

Florida Immigrant Coalition	Statewide coalition advancing the rights of immigrant families in Florida.	Somos Orlando partner. A FLIC Vista volunteer was at Pulse during the shooting.	501(c)(3)	No	10 total; 1 in Orlando	\$1.2 million (2014 - for state organization)
Hispanic Business Initiative Fund	Statewide organization supporting Latino entrepreneurs and small business owners.		501(c)(3)	No	24 total; 6 in Central Florida	\$2 million (2014 - for state organization)
Hispanic Chamber of Commerce - Metro Orlando	Network of Hispanic-owned businesses in Central Florida providing networking opportunities and business development programs.	Has served as a connector between businesses, Hispanic communities, and victims families, as well as a spokesperson and advocates in the wake of the shooting.	501(c)(3)	No	17	\$1.2 million (2014)
Hispanic Family Counseling	Provides bilingual, culturally competent mental health services for Latino communities in Orange, Seminole, and Osceola counties.	Core partner of Somos Orlando; has been a key provider of bilingual counseling services for families of the Pulse victims.	Corporation with revenue model focused on health insurance billing.	No	30	Not available
Hispanic Federation	National federation of Latino organizations based in New York City. Partly because of its strong roots in the Puerto Rican	Serving as fiscal sponsor of Somos Orlando. Has been a proactive leader in galvanizing Latino	501(c)(3)	Yes	30 total; 1 in Orlando	\$7.1 million total; about \$100,000 for

	community, the organization opened up a new office in Orlando in the Fall of 2015.	community leaders to respond to homophobia in the wake of the shooting, though the organization is relatively new to the local community.				Orlando office in 2016
Hispanic Health Initiatives	Volunteer-driven health service provider rooted in Central Florida's Latino community; services include referrals, support groups, and peer health education.	Somos Orlando ally.	501(c)(3)	No	Volunteer driven	Likely less than \$25,000
Hope CommUnity Center	Hope CommUnity Center offers a range of programs for Latino farmworker communities in Apopka, including Sin Fronteras, a youth group of 150 young Latinos from the that meets weekly and focuses on service, advocacy and community organizing.	Two community members in Apopka died at Pulse. Several members of the Sin Fronteras group are LGBTQ. The youth have visited the Pulse site and had a series of discussions about Pulse and LGBTQ issues in general.	501(c)(3)	Yes	16 FT; 5 PT	\$1 million (2014)
Iniciativa Acción Puertorriqueña	Grassroots group of Puerto Ricans and allies working to address the needs of Central Florida's Puerto Rican community, including	Somos Orlando ally.	501(c)(3)	No	Volunteer driven	Likely less than \$25,000

mobilizing to advocate for response to the economic crisis on the island.

Latino Justice PRLDEF	National advocacy organization for Latino civil rights, with roots in the Puerto Rican community and a focus on litigation strategies. Southeast regional office is in Orlando.	None specifically identified.	501(c)(3)	No	20 nationally; 2 in Orlando	
Latino Leadership, Inc.	Provides a range of services and programs for Central Florida’s Latinx communities, including voter registration, housing rehabilitation, and referral services	Set up the One Pulse Community Fund to provide interest-free bridge loans to help victims and families cover medical and funeral costs while awaiting funds from OneOrlando and the Pulse Victims Fund.	501(c)(3)	No	2	Likely less than \$25,000
Misión Boricua	Grassroots nonprofit in Orlando working to educate the community about Puerto Rican history, culture, literature, music, and art, as well as to promote civic engagement of Orlando’s Puerto Rican community.	Somos Orlando ally.	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Nuevo Sendero	Provides services and education to address domestic violence in Central Florida’s Latinx communities.	Somos Orlando ally.	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Prepa Foundation (Professional Responsibility)	Provides personal and professional development for Latino students as	Somos Orlando ally.	501(c)(3)	No	All Volunteer	Likely less than \$25,000

Entrepreneurship Program for Adolescents)	well as job placement and training for parents.					
Puerto Rican Bar Association of Florida	Network of lawyers working to advance the civil rights of Puerto Ricans in Florida.	Core partner of Somos Orlando	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Puerto Rican Chamber of Commerce of Central Florida	Network of Puerto Rican-owned businesses	Helping connect victims and their families with businesses and resources.	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Puerto Rican Leadership Council	Statewide network of Puerto Rican leaders in Florida.	Somos Orlando ally.	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Ser Colombia	Grassroots group for Central Florida's Colombian community, based in Winter Park, with a vision of eventually having a Colombian cultural center for the region.	Somos Orlando ally.	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Unidos Por Ecuador of Central Florida	Grassroots group working to preserve and celebrate Ecuadorian culture in Central Florida.	Somos Orlando ally.	501(c)(3)	No	All Volunteer	Likely less than \$25,000
Young American Dreamers	Polk County-based grassroots group providing support, advocacy, and community building for local immigrant children and youth.	Has provided support and discussion forum for LGBTQ immigrant youth community members.	501(c)(3)	No	All Volunteer	Likely less than \$25,000