



## LGBTQ+ Support Messaging Points

### LGBTQ+ Support by Visit Orlando

Orlando has always been and will continue to be a diverse, welcoming and inclusive community. Orlando has been a pioneer in LGBTQ+ tourism dating back to the original Gay Days in 1991 and was named the first-ever “City of the Year” by GayCities.com.

As Visit Orlando, we worked closely with our local community and board to launch a new vision for our organization: To be the most visited, welcoming, and inclusive travel destination in the world. In addition to the new vision, we launched a new three-year strategic plan that incorporates diversity, equity, and inclusion as a key pillar. We have also relaunched a multicultural campaign to reach diverse audiences and strengthened our partnerships with local organizations, including several LGBTQ+ organizations. Visitors can find more information on LGBTQ+ travel to Orlando on [VisitOrlando.com/LGBTQ](https://www.VisitOrlando.com/LGBTQ).

In addition, over the last 5 years Visit Orlando has provided resources and support to the One Pulse Foundation and the Pulse Memorial to provide our visitor research data, as well as marketing and publicity support, and recently welcomed the Founder of the National Pulse Memorial & Museum with Orlando Health Survivors Walk onto our Board of Directors.

Visit Orlando also supports the LGBTQ+ business community through involvement and membership with The Pride Chamber and has collaborated and offered resources to the local Come Out with Pride, The Pride Chamber, and the Orlando One Alliance, coalition of more than 30 Orlando LGBTQ+ organizations.

We are proud of our commitment to DE&I and will continue to be a strong voice in the community.

### LGBTQ+ Support in Orange County

Since being elected in 2018, Orange County Mayor Jerry L. Demings aims to build a community that works for everyone, one where no one is left behind. This community focuses on three pillars – Innovation, Collaboration and Inclusion.

Concerning the region’s diverse LGBTQ+ community, Orange County Government fosters mutually beneficial partnerships with many LGBTQ+ nonprofit agencies. Below is a brief list that demonstrates the deliberate action Orange County Government has taken to affirm and uplift our LGBTQ+ community:

- In 2021-2022, Orange County Government was the largest funder of mental health services for [The LGBT+ Center Orlando](#).
- Orange County Government led the development of a strategic relationship between the [Department of Health](#) and [Come Out With Pride Orlando](#) which resulted in several mobile vaccination sites during Orlando’s 2022 pride-week events and its pride parade and festival.
- Orange County Government is proud to invest in its employee resources groups (ERGs), earmarking annual funds to support community initiatives. Current ERGs include (1) African American Employee Network, (2) Hispanic Heritage Network and (3) Orange County Asian





Committee. Orange County employees are currently working on building the LGBTQ+ and Ally group for the next fiscal year.

- All Orange County Task Forces strive to include a broad array of residents. Recently formed Task Forces, (1) Citizen Safety, and (2) Tourist Development Tax have representatives from the LGBTQ+ community.
- Orange County Health Services manages the Orlando DMA's [Ryan White Part A Program](#), a federal program administered by the U.S. Department of Health and Human Services, Health Resources and Services Administration and HIV/AIDS Bureau. The program provides HIV-related services for individuals those who do not have sufficient health care coverage or financial resources for coping with HIV. The team also co-manages the [Central Florida HIV planning Council](#), a community-based group which includes individuals with lived experiences that advises on the allocation of the federal funds allocated to the Ryan White Program.
- Participated in peer-to-peer transgender support/education groups with [Bliss Cares](#).
- Funded community-based programs for vulnerable LGBTQ+ youth through [Zebra Coalition](#) and [Orlando Youth Alliance](#).

### **LGBTQ+ Support in the City of Orlando**

Since Mayor Buddy Dyer took office in 2003, he has preserved an inclusive government that fosters diversity by establishing local programs, ordinances and laws that benefit the LGBTQ+ community, including:

- The City of Orlando has had a non-discrimination ordinance and related City board since 1973 charged with fostering equality in Orlando and it continues to be active in promoting the City's recent equality initiatives.
- The Orlando City Council approved an ordinance in December 2011 creating the City's first-ever Domestic Partnership Registry and becoming the first government agency in Central Florida to take the important step of giving all couples the same basic rights other couples in committed relationships have. Since then, 13 other Florida jurisdictions have used the City of Orlando's registry as a model. Currently, more than 1,700 couples have registered on the registry.
- On June 23, 2014, the Mayor and City Council authorized the filing of amicus curiae (friend of the court) briefs in support of marriage equality in several Florida cases trying to overturn the Florida same-sex marriage ban.
- On July 28, 2014, Chapter 57 Review Board, unanimously recommended to the City Council that gender identity be added as a protected class to the City's Recruitment & Employment and Harassment policies and procedures. City Council unanimously approved an ordinance adding gender identity on August 11, 2014.
- The Human Relations Division promotes equality of opportunity for citizens of Orlando by advocating policies of nondiscrimination and enforcing City and Federal laws that prohibit discrimination in employment, housing and public accommodation.

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Recommended LGBTQ+ nonprofits that Visit Orlando can make introductions to if client is interested:

- [onePULSE Foundation](#): The onePULSE Foundation is a 501(c) 3 incorporated by the owner of Pulse nightclub. The Foundation was established to create a sanctuary of hope following the tragic day in American history—Sunday, June 12, 2016—to honor the 49 Angels that were taken, the 68 others who were injured and the countless first responders and healthcare professionals who treated them.
- [Zebra Coalition](#): The Zebra Coalition is a network of organizations which provide services to lesbian, gay, bisexual, transgender and all youth (LGBTQ+) ages 13 – 24.
- [Come Out With Pride Orlando](#): Come Out With Pride, Inc. is an all-volunteer nonprofit organization inspired to make an impact in Orlando’s LGBTQ+ community.
- [One Orlando Alliance](#): The One Orlando Alliance works to unite LGBTQ+ serving organizations in Central Florida through advocacy, community transformation, organizational development, and resource sharing.

