

# Creating Meaningful and Lasting Change in the Orlando region.

DIVERSITY + EQUITY + INCLUSION

Brought to life by



## What is Diversity, Equity and Inclusion?

**Diversity** means respect for and appreciation of differences in perspectives, work experiences, lifestyles and cultures.

**Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that prevent the full participation of some groups.

**Inclusion** is a set of behaviors that promote collaboration amongst a diverse group.

## Why is DEI critical to the advancement of Broad-Based Prosperity™?

The Orlando Economic Partnership is focusing its efforts to improve Diversity, Equity and Inclusion inside companies and in our communities and seeks to be an ally on issues important to our society.

## What is the Pledge and why should companies participate?

The Pledge represents a focused effort from the region's top business leaders and their respective teams to create meaningful and lasting change in their organizations for employees of color that is good for the growth and performance of the company, and the economy of our region. The signature of Orlando regional CEOs and executives demonstrates that a company is committed to creating an inclusive workforce and will stand up for equity at all levels of business in our region.

## How does racial injustice affect the Orlando regional economy?

Diversity, Equity and Inclusion is a multifaceted issue that impacts workplace, workforce and marketplace issues. As a signatory, best practices will be shared to foster collaboration among organizations in our region.

## How is the Partnership assisting companies?

The Partnership is offering a portfolio of programs and collaborative engagements that align with the Pledge. These programs include the following:

- [BRACE](#)
- [Skills-based Hiring](#)
- [Tech Connect](#)
- [Women's Initiative](#)
- [Site Evaluation & Marketing Program](#)

## How is progress measured?

The [Orlando Regional Scorecard](#) tracks economic performance and community development through the lens of achieving Broad-based Prosperity™.

For more information about the Scorecard, please contact [Dr. Dale Brill](#), SVP, Research and Foundation for Orlando's Future, Orlando Economic Partnership.

## What is the role of the Orlando Economic Partnership?

The Partnership engaged Orlando's business leaders across varied industries and from diverse backgrounds including its board of directors, investors, and community partners to form a task force to tackle critical hurdles to achieving its mission of Broad-based Prosperity™. The task force, chaired by Tony Jenkins, market president of Florida Blue, convened through the summer of 2020 and met throughout the fall. With the approval of the Pledge by the Partnership Board of Directors, the Partnership is spearheading the regional DEI effort by informing businesses of the Pledge and educating business leaders about programs and collaborative engagements that include tools and resources to begin implementing DEI initiatives.

For a list of companies who have signed the Pledge please go to

[Orlando.org/DEI](https://Orlando.org/DEI)

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