



HOLCA
HISPANICS OF LAKE COUNTY ASSOCIATION



2024

HOLCA COMMUNITY REPORT

LAKE COUNTY'S CENTER FOR HISPANIC COMMUNITY ENGAGEMENT | WWW.HOLCA.NET

HISPANICS OF LAKE COUNTY ASSOCIATION, INC. IS A 501(C)(3) NON-PROFIT ORGANIZATION THAT PROVIDES WORKFORCE DEVELOPMENT OPPORTUNITIES, HUMANITARIAN OUTREACH, AND MULTICULTURAL AWARENESS TO PROMOTE & ENGAGE THE HISPANIC COMMUNITY.

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INTRODUCTION

Welcome to the 2024 HOLCA Community Report. This report is the result of hundreds of hours of work put in by dozens of volunteers that included survey design, survey distribution, community outreach, data entry, data analysis, and reporting.

As President of the nonprofit *Hispanics of Lake County Association*, I'd like to provide a bit of context behind the purpose and rationale of this report. Back in 2021, a colleague had reached out to me as he was looking for a bilingual employee to fill a position in the organization. He asked me for a place to share the job posting that would target that group. I was not immediately aware of a place or resource, so I began to search. Immediately, I found Hispanic organizations in Orange, Hillsborough, and Hernando counties that could assist with this, but nothing in Lake. After discussing this with several local Hispanic individuals, it was evident that a Hispanic organization was needed to support this fast-growing community. Several Hispanic community leaders joined me in creating the nonprofit *Hispanics of Lake County Association* in 2022, with the mission of increasing Hispanic community engagement through workforce development, humanitarian outreach, and multicultural awareness.

Initially, we put on some well-attended events that drew large crowds and gained excitement among the local Hispanic community. Very quickly, we received a multitude of requests for assistance and support that were far beyond the capability of our young organization. We decided that we had to prioritize our efforts. However, prioritization requires data, and data relating to the Hispanic community was sparse. The data that did exist had very low response rates from Hispanics (some in the single digits) or was too specific for our use.

We decided that a comprehensive community survey was needed to get us the data that we needed. We immediately got to work on designing a survey that would ask questions in several areas, ensuring to provide them in both English and Spanish. Once designed, our volunteers went to work, and the rest is history!

This report is a result of that work and a labor of love. We provide this report, for free, to the entire community to spread awareness of the current needs of the Hispanic community. I hope you will utilize this information to set your strategic priorities and align them where they can best offer support. Please do not hesitate to reach out if you have any questions or if you'd like to collaborate.

Un saludo,

Roland Nuñez, PhD

President, Hispanics of Lake County Association



1. EXECUTIVE SUMMARY

The inaugural HOLCA Community Report aims to build a data-driven foundation for the local Hispanic community in Lake County. The report was created and distributed in collaboration with several HOLCA volunteers and community partners. Distribution strategies included local community events, community centers, and referrals to families and friends. A total of 193 survey responses were collected.

The survey was open to the entire community to fill out. Of the 193 survey respondents, 179 identified as Hispanic. The data included in this report is grouped into the following categories: general demographics, multicultural representation, family and relationships, education and workforce, and community engagement.

The countries and territories most heavily represented in the survey were Mexico, Puerto Rico, and Venezuela, although a variety of countries from North, Central, and South America responded to the survey. The cities most heavily represented were Groveland, Clermont, Mascotte, and Leesburg. The residency length varied from less than one year in Lake County to more than 20 years. The most common tenure in Lake County was tied between 20+ years and 1-5 years, each representing 31.1% of all Hispanic respondents. Respondents were primarily female, and the most common age range was 35-54.

Some themes that emerged from the data included the difference between language fluency and language preference. Although Spanish speakers filled out the Spanish survey and English speaker filled out the English survey, it was discovered that bilingual speakers preferred to fill out the Spanish survey when given the opportunity. This suggests that accessing Spanish-language resources is not just a matter of limited English fluency or skill, but of preference.

Among the Hispanic population, there was a strong divide between English-speaking Hispanics, Spanish-speaking Hispanics, and bilingual Hispanics. Primarily-Spanish speakers generally shared traits that aligned with larger households, more likely to be married, higher number of dependents (specifically for Spanish survey takers), lower education attainment, lower household income, more likely to be unemployed, and less likely to be registered voters. The report reinforces the fact that limited English proficiency results in barriers to success within the community. When looking at level of education, Spanish speakers overall had lower educational attainment compared to English and Bilingual speakers. However, Spanish-only speakers were more likely to have a college degree than primarily-Spanish speakers with some English proficiency.

Overall, business ownership was high among respondents. The data showed that Spanish speakers were more likely to own their own business than English speakers, and slightly more likely to own a business over bilingual speakers.

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Respondents in this survey gravitated heavily towards the fields of construction, education, healthcare, business, professional services, and agriculture. Spanish speakers were more likely to work in construction, agriculture, and transportation. Over half of all respondents in the construction, agriculture, and transportation industries had either a college degree or an industry certification. Proportionally, about 25% of employees in construction and agriculture have a household income of more than \$75,000.

When asked to prioritize their community concerns, the Hispanic respondents in the survey showed most concern over healthcare, education, public safety, and transportation in the community. Additional divisions were found between English and Spanish survey takers. English survey takers prioritized the quality of utilities, employment opportunities, and the cost of living. Spanish survey takers prioritized housing, government representation, and community engagement. Respondents with a preference for the English language want to meet their immediate economic needs. They want to be able to get a job, provide for their families, and afford a comfortable life. By contrast, respondents with a preference for the Spanish language prioritized having a place to live, having a local government that represented their needs, and more opportunities for community engagement.

Despite expressing concerns regarding traffic, infrastructure, and rapid growth, respondents overall praised Lake County's small-town feel. They specifically mentioned that Lake County was peaceful, quiet, safe, and natural. Many noted the great people in Lake County, the fun festivals, and the many lakes.

A detailed discussion of the themes follows the findings and results in Section 5. The report's limitations are outlined in Section 6. Implications for implementation are also included, as well as next steps on how to use this report.

To cite this report, please use the following format:

APA:

Hispanics of Lake County Association. (2024). *2024 HOLCA Community Report*.
www.holca.net/community-report

MLA:

Hispanics of Lake County Association. *2024 HOLCA Community Report*, 2024,
www.holca.net/community-report.

2. ORGANIZATION OVERVIEW

About

The Hispanics of Lake County Association is a 501(c)3 nonprofit founded in 2022.

Mission Statement

The mission of HOLCA is to serve as Lake County's center for Hispanic/Latine community engagement through workforce development, humanitarian outreach, and multicultural awareness.

2024 Board of Directors

Roland Nuñez, President

Jose Rubio, Finance Officer

Jessica Rodriguez, Governance Officer

Naomi Gonzalez-Freites, Board Member

Carmen Martinez, Board Member

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Instagram: [@hispanics_lakecounty](https://instagram.com/hispanics_lakecounty)

Report Link: www.holca.net/community-report

3. METHODOLOGY

The survey design was initiated by researching similar surveys from other organizations. Questions that appeared on multiple surveys were documented for further evaluation. Once a sufficient number of questions were collected, they were evaluated for fit based on the goals of the survey. Questions that were vaguely worded, redundant, or unnecessarily specific were removed. The survey was narrowed down to 20 questions. An English and Spanish survey was created with these questions. For expanded reach, the survey was available in both print and electronic formats, accessible through a QR code. The full English survey can be found in **Appendix A** and the full Spanish survey can be found in **Appendix B**.

Next, a survey distribution plan was developed to provide maximum opportunities to take the survey throughout the counties. Emails were sent to all city managers in every Lake County city to look for collaboration opportunities for survey distribution. Several cities, including Clermont, Groveland, Leesburg, Mascotte, and Tavares, provided assistance in identifying local events and public community spaces where the survey could be distributed. Several local businesses and organizations also offered to carry either the print survey or the QR code to the online survey.

The sampling method used included a combination of purposive sampling and snowball sampling. Local community events were selected that expected a large turnout of Hispanic attendees. These included various Hispanic festivals during Hispanic Heritage Month and other smaller expos. HOLCA Community Ambassadors distributed the surveys at local public spaces such as parks, churches, and community centers. A total of 193 completed surveys were collected.

HOLCA volunteers entered the print surveys into a digital database, where they were combined with the online surveys for analysis. Analysis consisted of pivot tables used to organize the data in clear, readable ways. Where necessary, basic correlation analysis was used to look for significant differences in the data.

Various charts were created to depict the data clearly and concisely. The types of charts used included pie charts, bar charts, stacked bar charts, column charts, and an assortment of tables. The chart used depended on the type of data, the relationship between the data, and user readability.

Report limitations and implications are included for full transparency.

4. FINDINGS AND RESULTS

The findings and results section will provide a detailed review of respondent answers with charts best suited to the data presented. The section will be divided into the following categories:

- General Demographics
- Multicultural Representation
- Family and Relationships
- Education and Workforce
- Community Engagement

Each category will be further divided into subcategories to break down the various charts and tables collected for that section.

General Demographics

The General Demographics category will consist of the following subcategories:

- Total Participants
- Length of Time in Lake County
- City of Residence
- Gender
- Age

TOTAL PARTICIPANTS

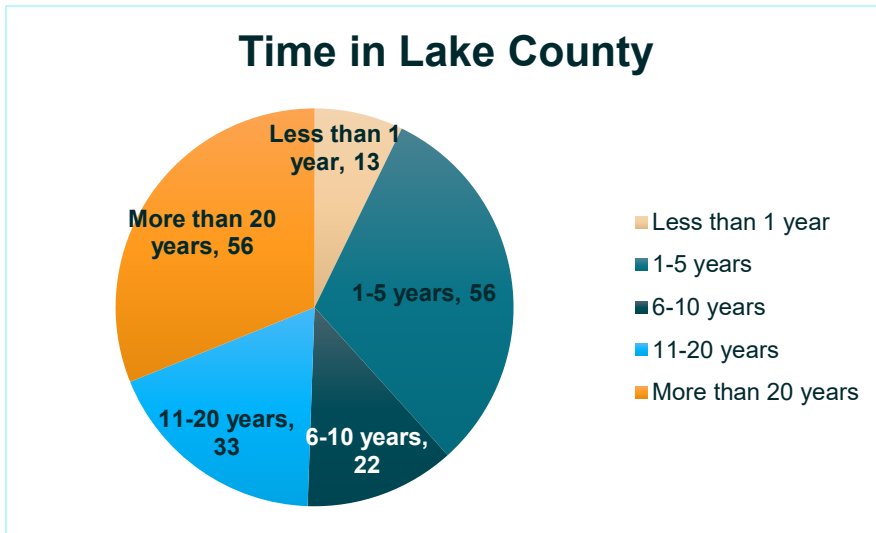
A total of 193 participants completed the survey, either through the online form or paper surveys handed out at community events. Some respondents left questions blank, resulting in a total participant count of less than 193 in some questions.

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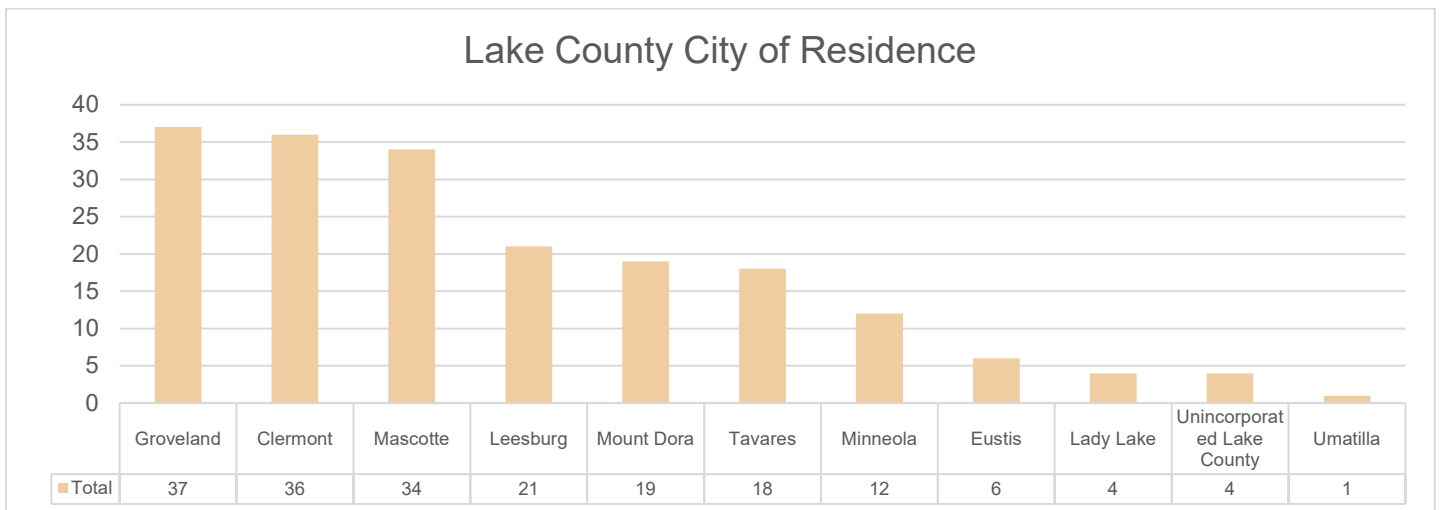
LENGTH OF TIME IN LAKE COUNTY

The majority of survey respondents have lived in Lake County either more than 20 years, or between 1-5 years, each representing 31.1% of the total respondents. The smallest group consisted of those who have lived in Lake County for less than one year. Some participants left this field blank.



CITY OF RESIDENCE

Respondents were asked to select their city of residence. South Lake is heavily represented, with the majority of respondents living in Groveland, Clermont, and Mascotte. In North Lake, the leading cities were Leesburg, Mount Dora, and Tavares. Some participants left this field blank.

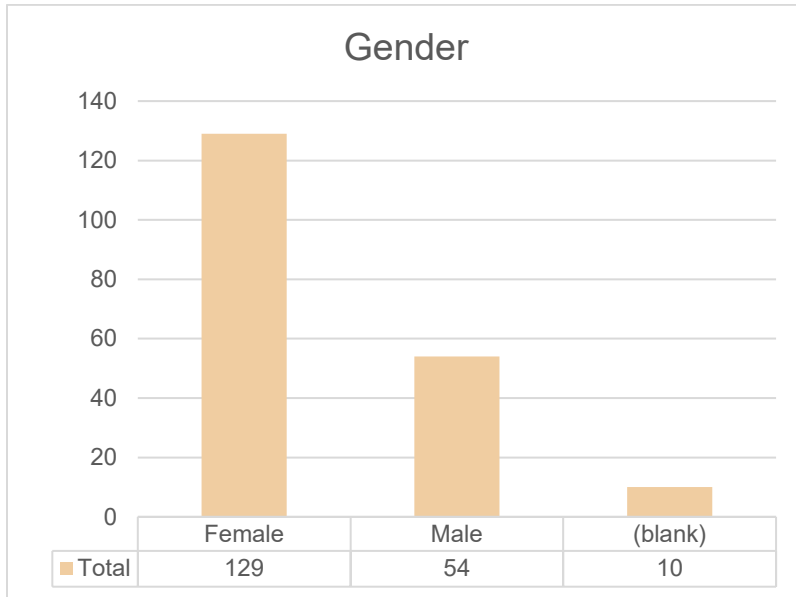


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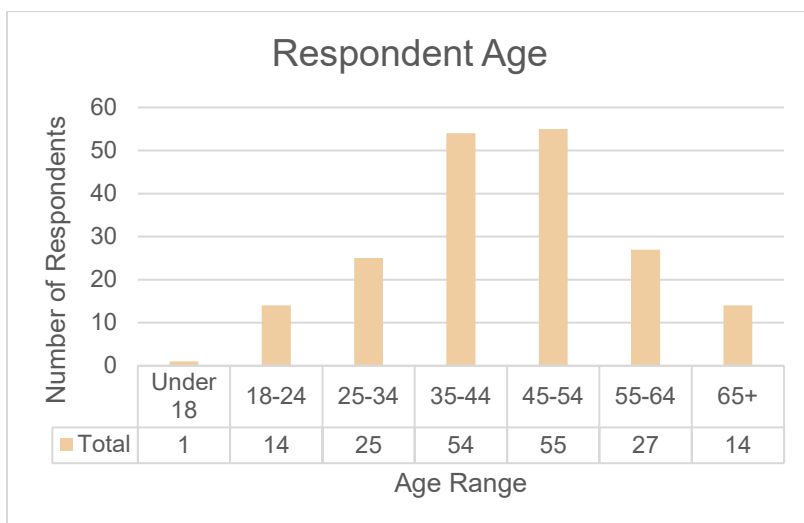
GENDER

Survey respondents were mostly female, representing 66.8% of total respondents.



AGE

Respondent ages leaned heavily in the 45-54 range, representing 28.9% of total respondents, followed by 35-44 at 28.4%.



Multicultural Representation

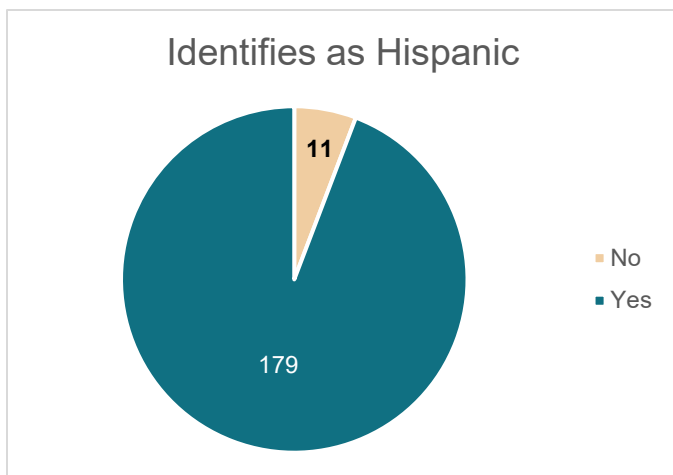
The Multicultural Representation section highlights the regional and cultural identities of the respondents. This section will consist of the following subcategories:

- Hispanic vs. Non-Hispanic
- English/Spanish Fluency
- Language of Survey Taken
- Country of Origin

HISPANIC VS. NON-HISPANIC

Participants were asked whether or not they identified as Hispanic. This survey was open to all members of the community, regardless of ethnicity. 179 respondents indicated that they identify as Hispanic. 11 respondents indicated that they do not identify as Hispanic. Three respondents left this question blank.

The original intention of the survey was to compare Hispanic respondent answers to non-Hispanic respondent answers. However, due to the small sample of non-Hispanic respondents, comparing the two groups would not provide meaningful data. As a result, those who selected “not Hispanic” as their option and those who left it blank were removed from further analysis.



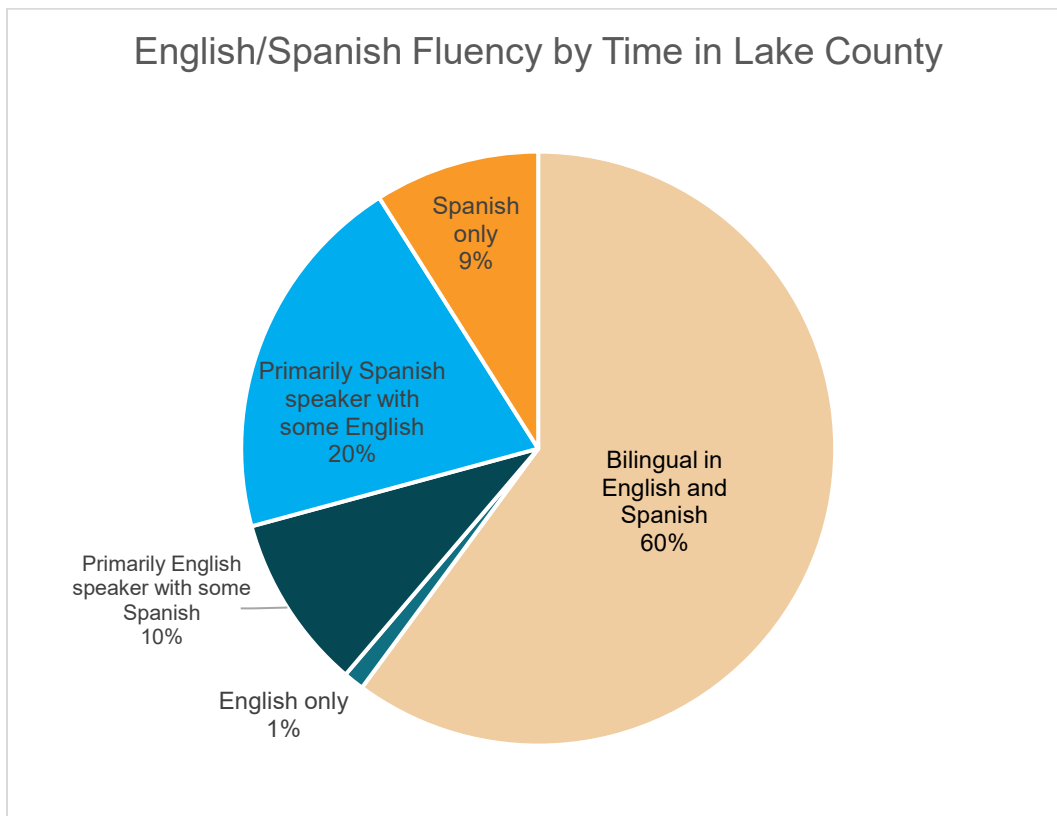
From this point forward, graphs and data tables will only highlight the respondents that identify as Hispanic for the purpose of this report.

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ENGLISH/SPANISH FLUENCY

Participants were asked about their English/Spanish fluency. The majority of respondents identified themselves as fully bilingual, able to speak, read, and write English and Spanish. This group represented 60% of all respondents. The next biggest group was those who primarily spoke Spanish with some English at 20%. The smallest group was the English-only respondents, who consisted of 1% of respondents.



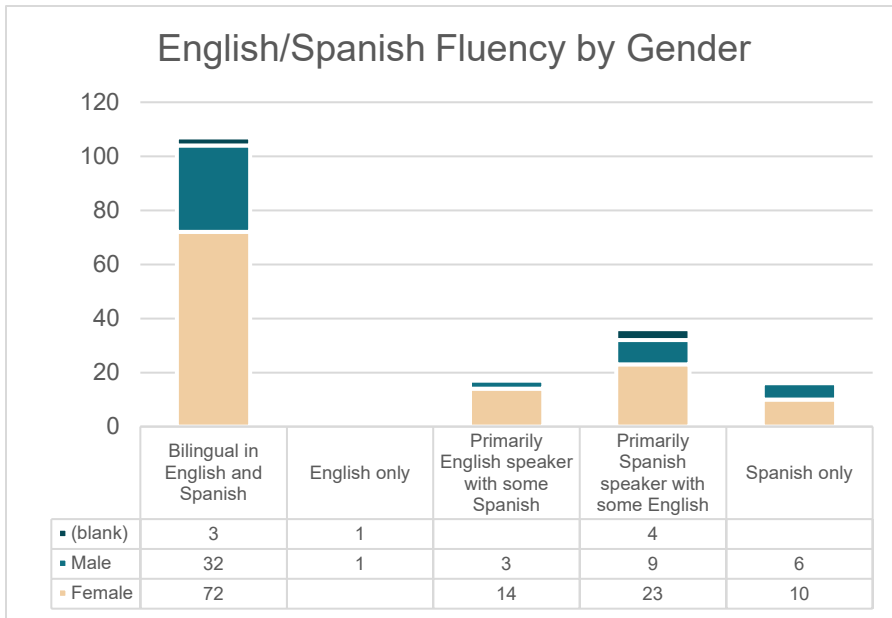
We will also cross-examine English/Spanish fluency by other metrics such as gender, age, and length of time in Lake County.

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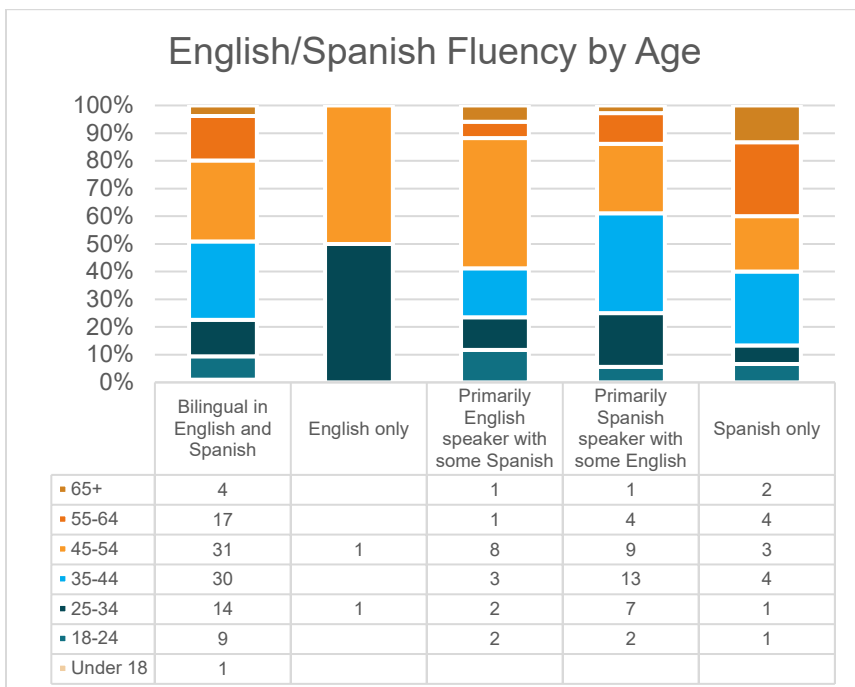
English/Spanish Fluency by Gender

When comparing English/Spanish fluency by gender, the proportion of males and females was relatively consistent across the categories. The smallest category for males was “primarily English speaker with some Spanish” while the smallest category for females was “Spanish only”.



English/Spanish Fluency by Age

The age breakdown by English/Spanish fluency was relatively consistent across the board. The one highlight is a larger-than-normal proportion of primary Spanish speakers among those 35-44.

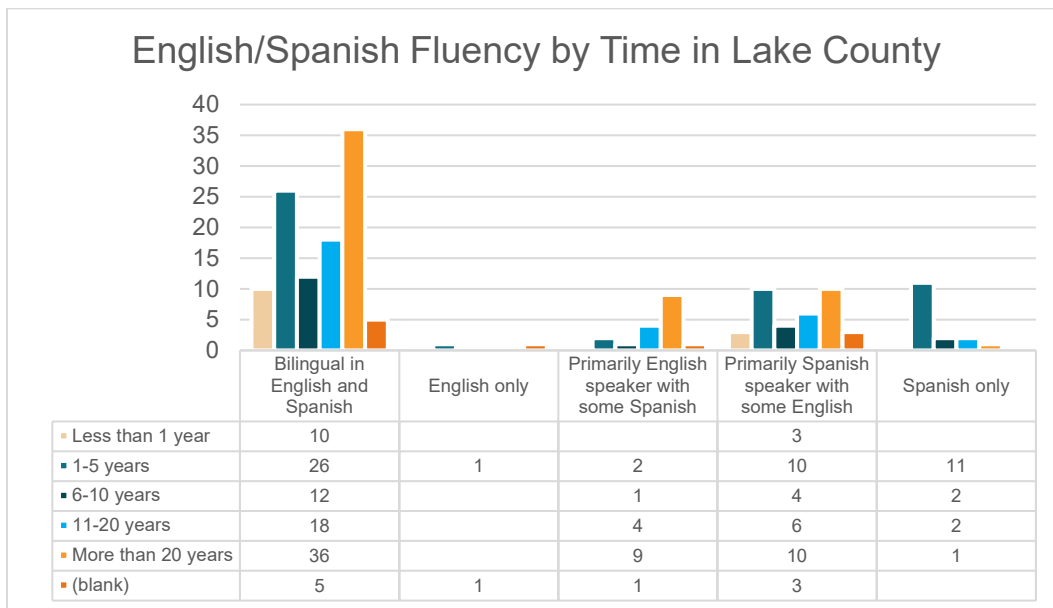


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English/Spanish Fluency by Length of Time in Lake County

Here is how fluency differs by length of time in Lake County. Respondents who lived in Lake County between 1-5 years had the highest proportion of respondents with limited English proficiency, with 42% selecting “Primarily Spanish” or “Spanish only”. Respondents in Lake County over 20 years came in second, with 19.6% selecting “Primarily Spanish” or “Spanish only”.

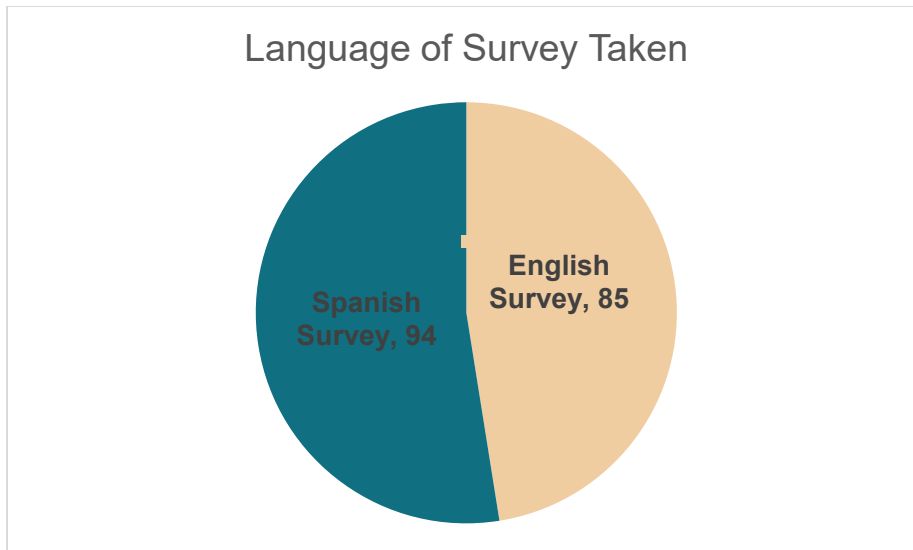


LANGUAGE OF SURVEY TAKEN

In addition to collecting self-reported data on English/Spanish fluency, respondents were also divided based on the language of the survey that was completed. The survey was available in two languages. Respondents could select which version of the survey they could complete. This provides another perspective of language data. Whereas English/Spanish fluency notates skill, notating the survey language chosen by the participant notates preference. It is important to note that even though some participants may be fluent in English, they may still prefer to communicate in Spanish and vice-versa.

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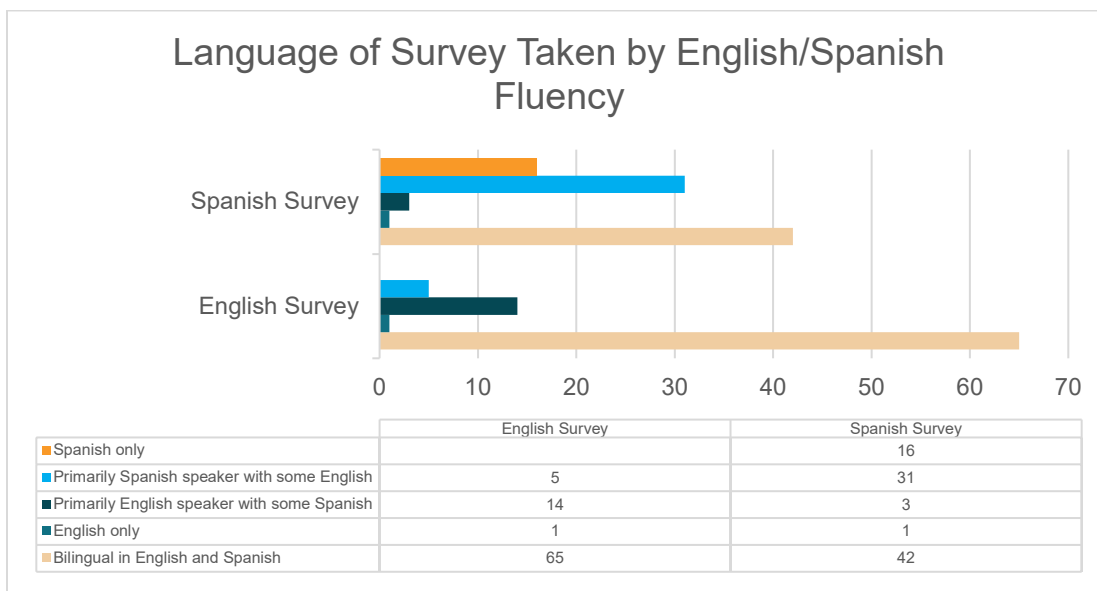


The proportion of English and Spanish survey respondents was almost equal, with Spanish survey respondents representing 52.5% of respondents and English survey respondents representing 47.4% of respondents.

For further analysis, survey language will be compared by English/Spanish fluency, gender, age, and length of time in Lake County.

Language of Survey Taken by English/Spanish Fluency

When comparing survey language with language fluency, predictable patterns emerged. Spanish speakers preferred to complete the Spanish survey and English speakers preferred to complete the English survey. Bilingual speakers were more likely to complete the survey in English. There appears to be one instance of an English-only speaker filling out the Spanish survey. Reasons for this could include someone helping them with the survey or an underestimation of their Spanish fluency.

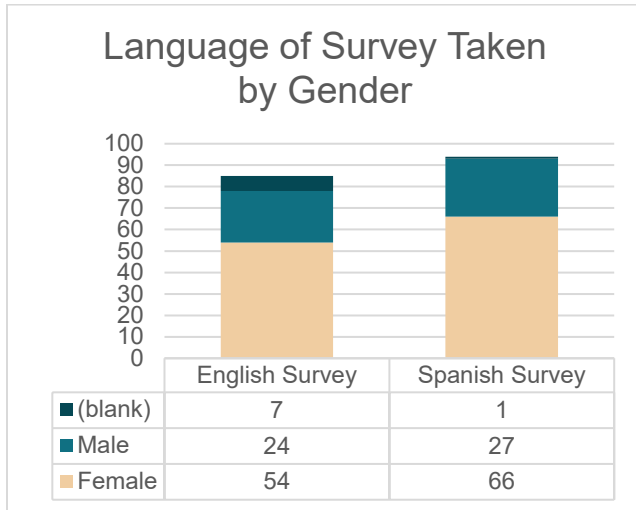


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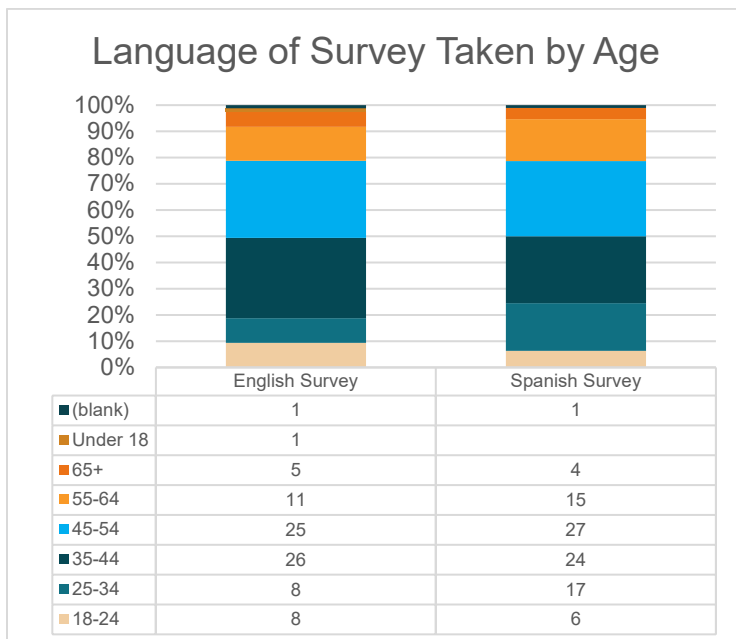
Language of Survey Taken by Gender

Survey language was relatively evenly split between males and females. Both males and females preferred to complete the survey in Spanish in slightly higher numbers. Those who chose not to respond to this question were more likely to complete the English survey.



Language of Survey Taken by Age

The survey language was generally evenly split across all age ranges with the exception of the 25-34 range, which completed the Spanish survey at twice the rate of the English survey.

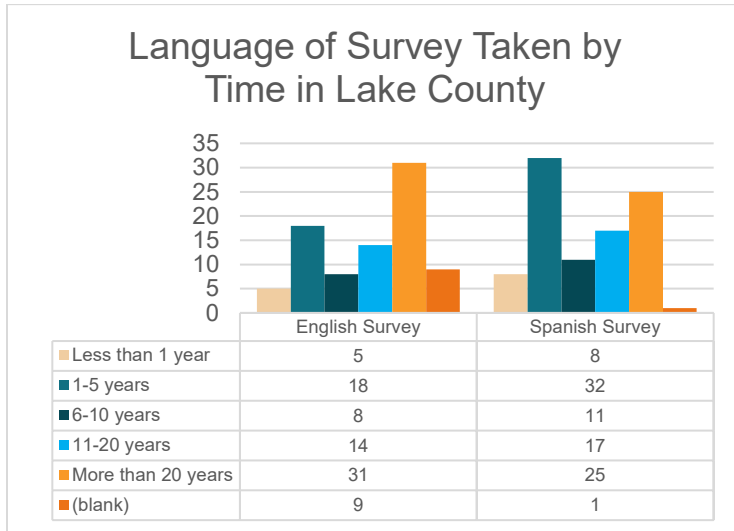


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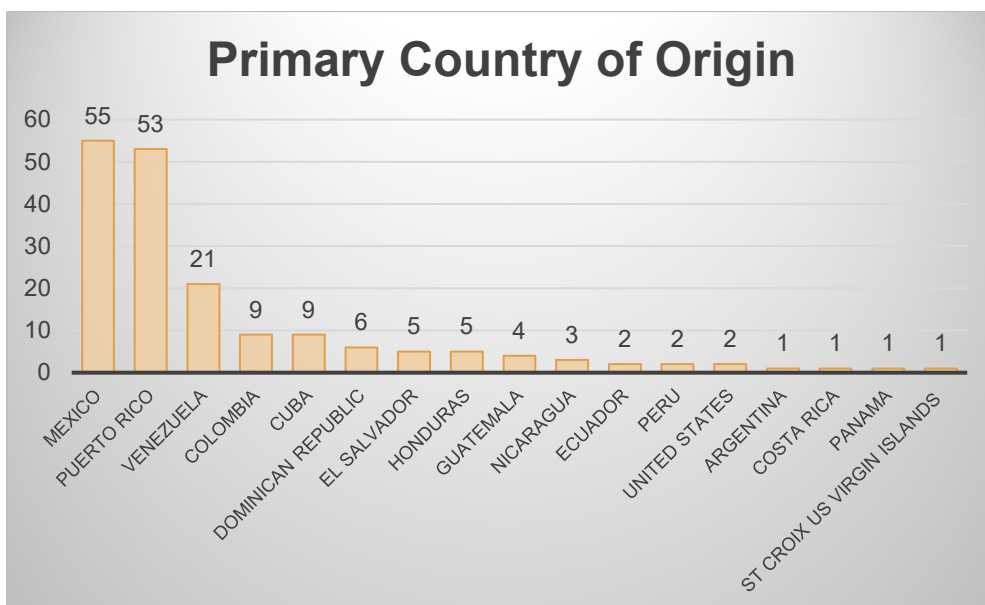
Language of Survey Taken by Length of Time in Lake County

Residents of Lake County were more likely to complete the survey in Spanish regardless of how long they have lived in Lake County with one exception: those who lived in Lake County for more than 20 years were more likely to complete the survey in English.



COUNTRY OF ORIGIN

The countries most represented were Mexico, Puerto Rico, and Venezuela. Please note that some respondents selected multiple countries. For graphing clarity, only the primary country is depicted. Full country designation, including secondary and tertiary countries, can be found in **Appendix C**.



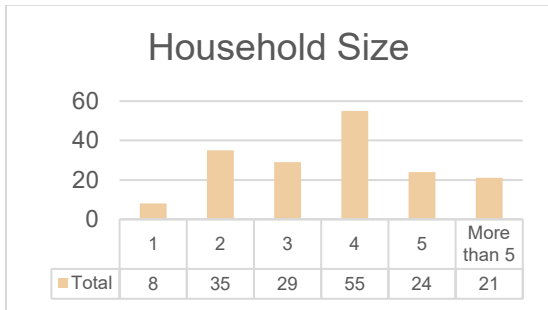
Family and Relationships

The Family and Relationships section will consist of the following subcategories:

- Household Size
- Relationship Status
- Dependents

HOUSEHOLD SIZE

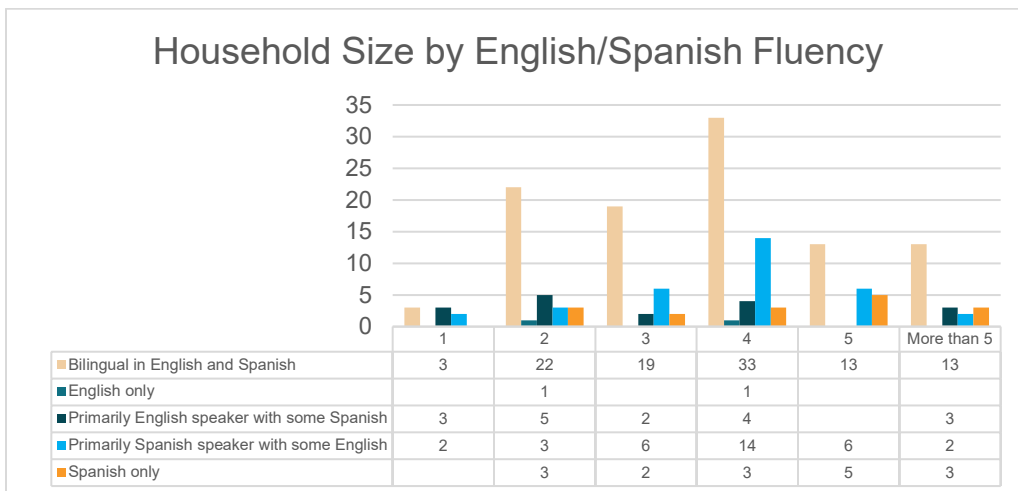
The most common household size was four people per household, consisting of 31.9% of respondents. Two people consisted of 20.3% of respondents as the second most-common, followed by three people at 16.8%.



To further analyze this data, household size will be cross-examined with English/Spanish fluency and length of time in Lake County.

Household Size by English/Spanish Fluency

Bilingual speakers followed the overall average with mostly having 4-person households, followed by 2-person households. Primary English speakers leaned towards smaller households, with 2-person households being the most common. Primary Spanish speakers leaned towards larger households, with 4 or more person households covering 66% of the total, compared to 52% for bilingual speakers.

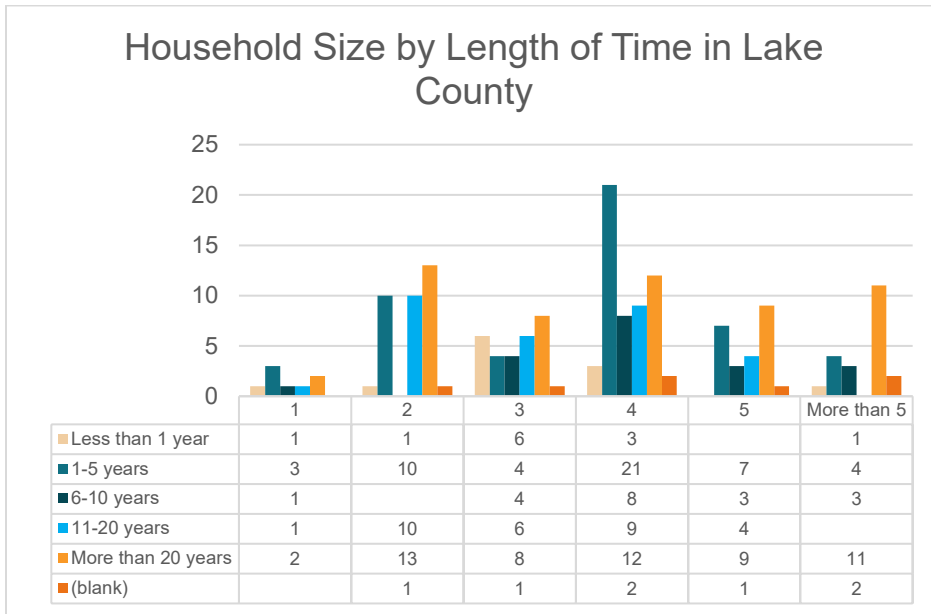


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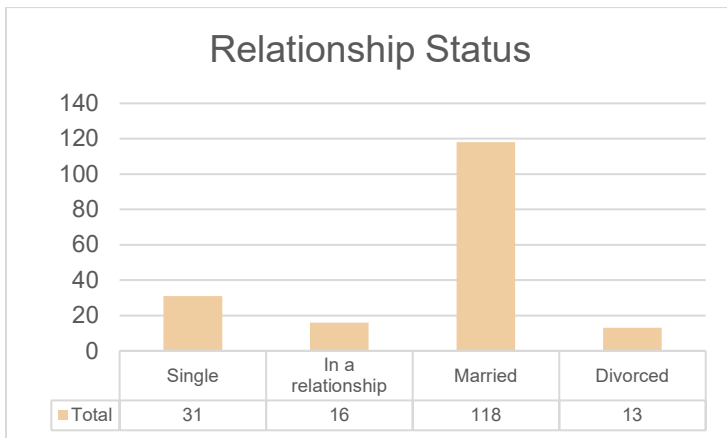
Household Size by Length of Time in Lake County

There are a few notable trends when comparing household size by time in Lake County. Residents in Lake County of more than 20 years had the largest households, with 20% of them having a household size larger than 5. Residents living in Lake County 11-20 years had the smallest household sizes, primarily centering on 2-4 person households. Residents in the county for under a year also leaned smaller, having a higher proportion of 3-person households. Families in the county 1-5 years and 6-10 years had a higher proportion of 4-person households.



RELATIONSHIP STATUS

The majority of respondents were married, consisting of 66% of all respondents.



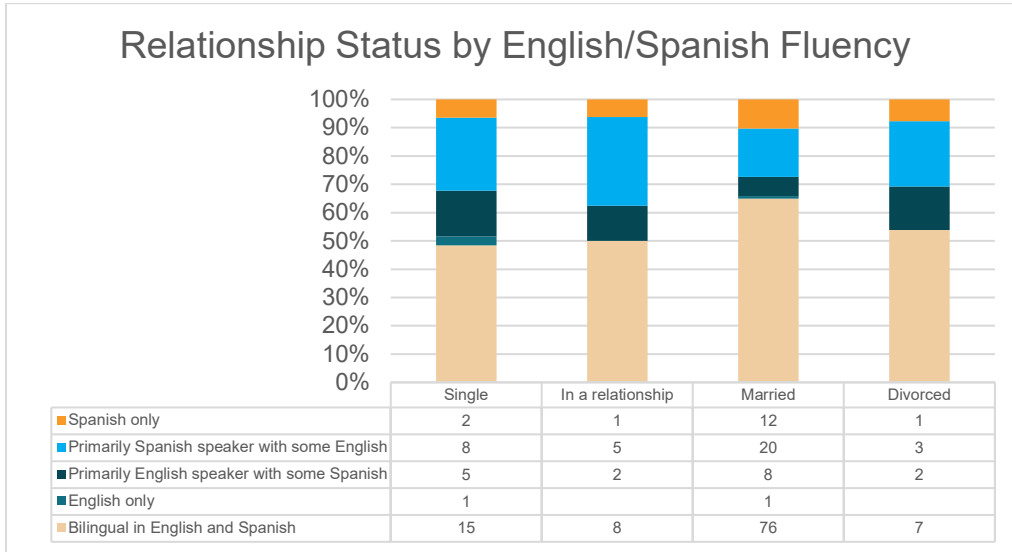
The next section compares relationship status by English/Spanish fluency and language of survey taken.

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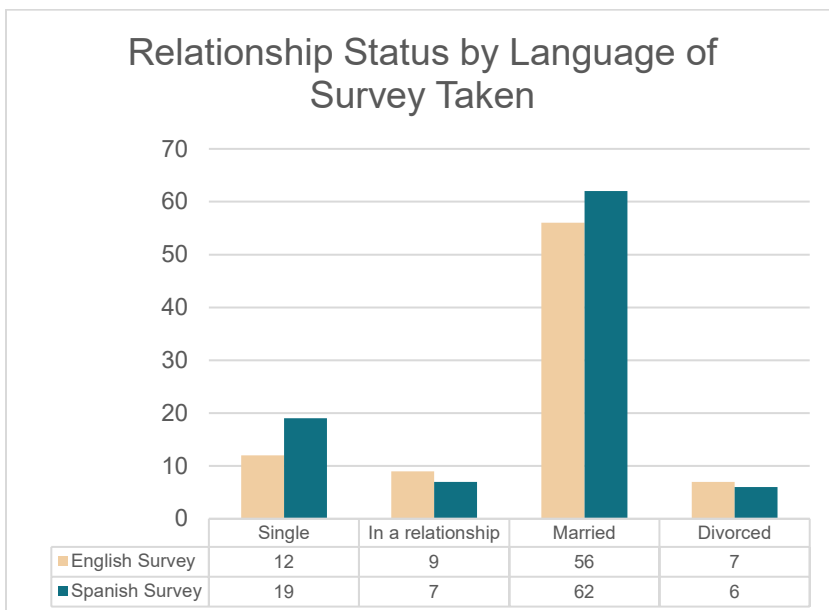
Relationship Status by English/Spanish Fluency

Among Spanish-only speakers, 75% of respondents were married, compared to 55% of primarily Spanish speakers, 47% of primarily English speakers, 50% of English-only speakers, and 71% of bilingual speakers. Meanwhile, 13% of primarily Spanish speakers were in a relationship, compared to 7% of bilingual speakers.



Relationship Status by Language of Survey Taken

Respondents of the Spanish survey were more likely to be single or married, while respondents of the English survey were more likely to be in a relationship or divorced. However, the differences between both groups are minimal.

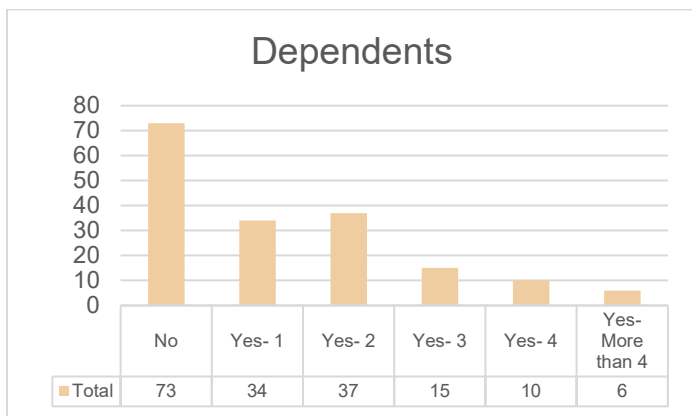


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DEPENDENTS

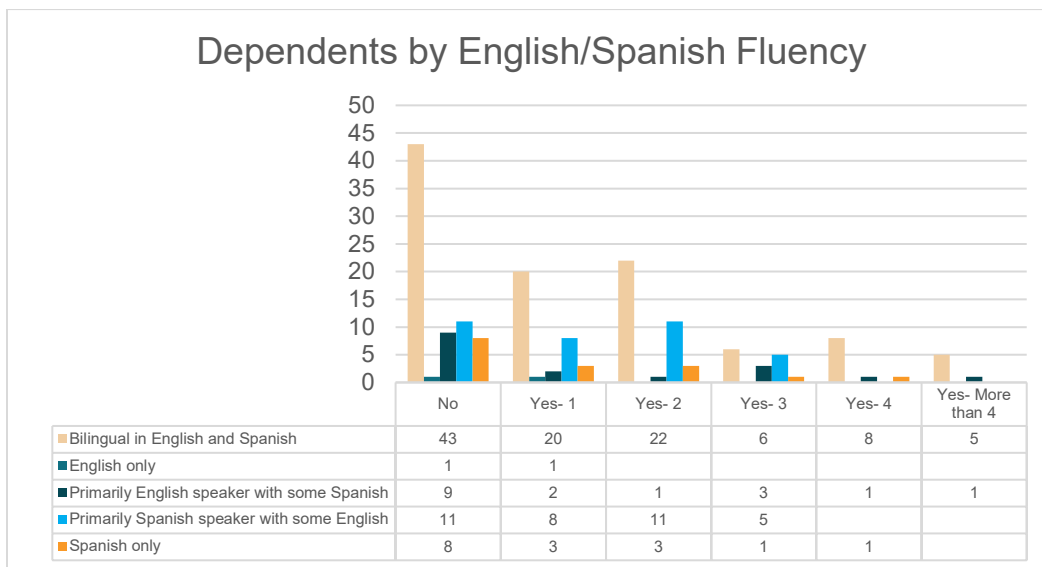
Roughly 42% of respondents stated that they did not have dependents. Of the respondents that claimed dependents, 46% had two, 33% had one, 14% had three, 10% had four, and 6% had more than four.



We will also cross-examine dependents by English/Spanish fluency and language of survey taken.

Dependents by English/Spanish Fluency

Bilingual speakers had the most variability in dependents, ranging from no dependents to more than 6 dependents. The two English-only respondents had 0 and 1 dependent, respectively. Spanish speakers were more likely to have 0-3 dependents and less likely to have four or more dependents.

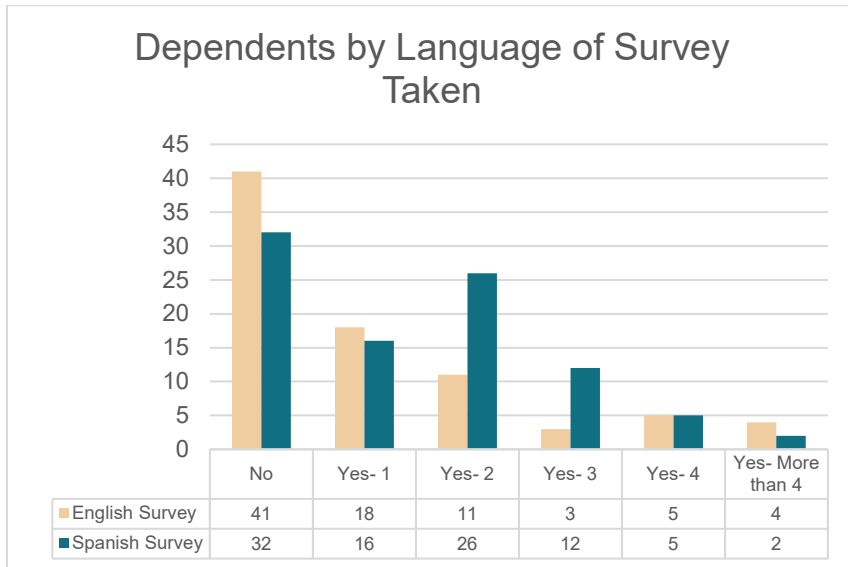


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Dependents by Language of Survey Taken

English survey takers were more likely to have no dependents or one dependent compared to Spanish survey takers. Meanwhile, Spanish survey takers were significantly more likely to have 2 or 3 dependents compared to English survey takers. Both English and Spanish survey takers were roughly even on having four or more dependents.



Education and Workforce

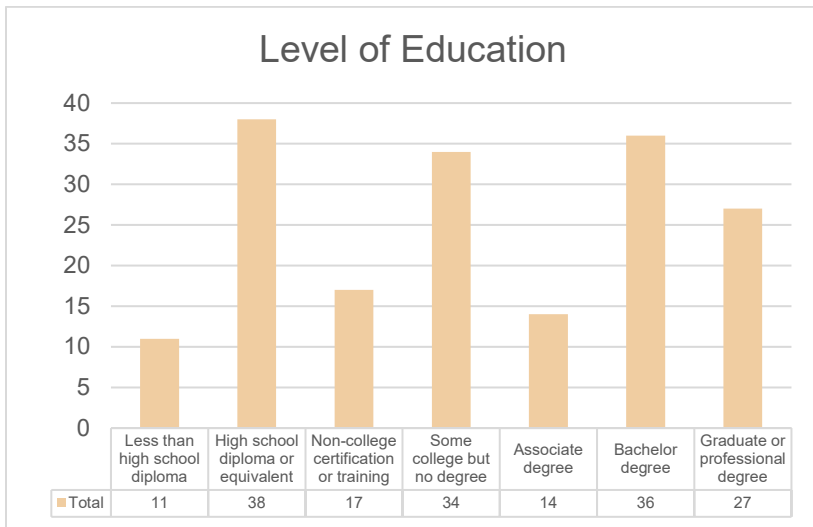
The Education and Workforce section will consist of the following subcategories:

- Level of Education
- Household Income
- Employment Status
- Employment Industry

LEVEL OF EDUCATION

The highest proportion of respondents have a high school diploma, consisting of 21.4% of all respondents. Meanwhile, 20.3% of respondents have a bachelor degree, 19.2% have some college but no degree, 15.2% have a graduate degree, 9.6% have a non-college certification or training, 7.9% have an Associate degree, and 6.2% have less than a high school diploma.

It is important to note that the survey question asked respondents for their degree, or the US-equivalent if the degree was earned in another country. In some Latin-American countries, a bachelor degree earned there may not equate to a bachelor degree in the US.



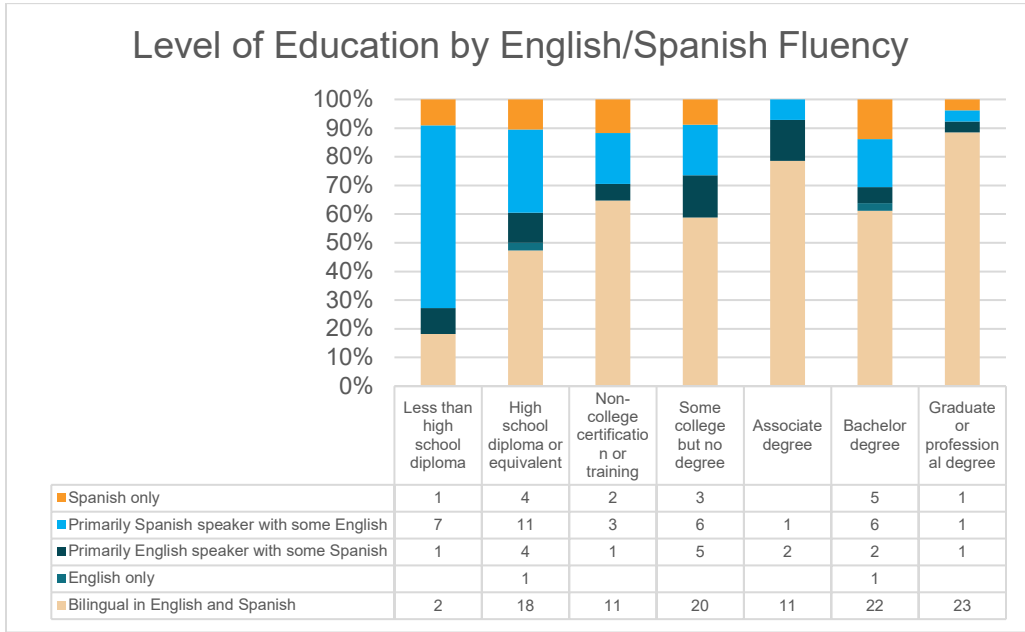
Level of education will now be compared by English/Spanish fluency, language of survey taken, country of origin, and household size.

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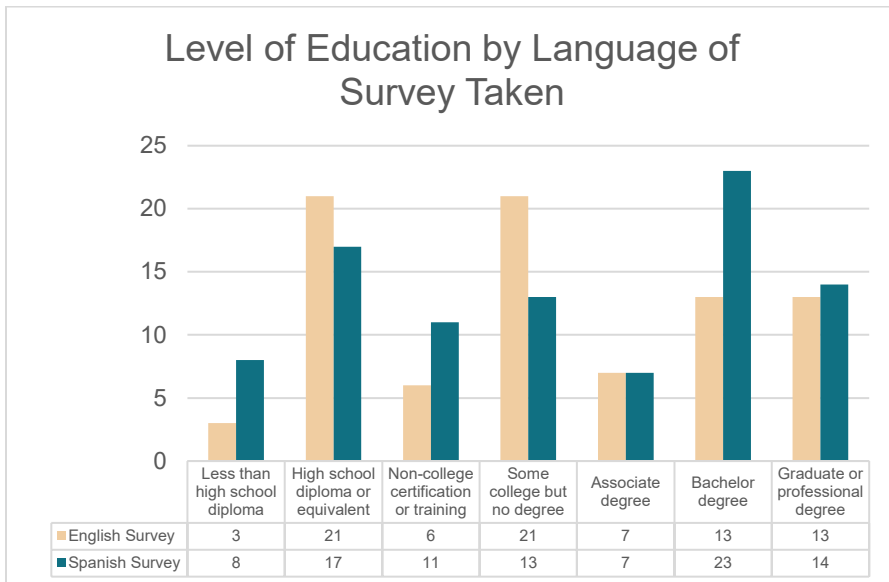
Level of Education by English/Spanish Fluency

The most notable trend found here is that bilingual speakers were much more likely to have a college education, up to and including a graduate degree. By comparison, primarily Spanish speakers were much more likely to have a high school diploma or less. It is also noteworthy that 37.5% of Spanish-only speakers have a college degree, compared to 20% of primarily Spanish speakers.



Level of Education by Language of Survey Taken

Results in this section are mixed, with Spanish survey takers overrepresenting those with less than a high school diploma, non-college certification or training, bachelor degree, and graduate degree. English survey takers are more likely to have a high school diploma and some college but no degree.



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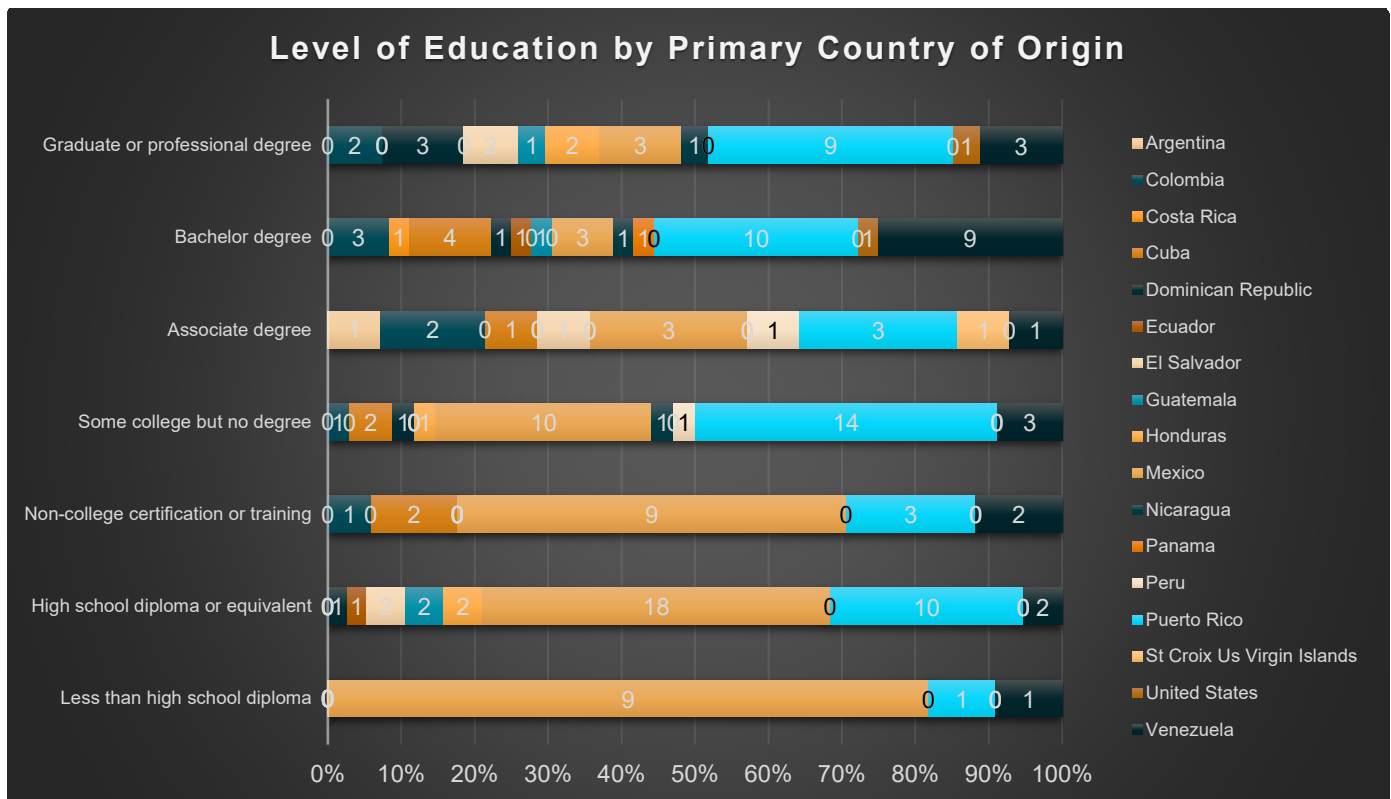
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Level of Education by Country of Origin

Due to small sample sizes for several countries, there are limited trends that can be observed in this section. Among the more represented countries, Mexican respondents were more likely to have a high school diploma or less, as well as have non-college certification or training. Venezuelan respondents were more likely to have a bachelor degree or higher. Puerto Rican respondents had representation across the board relatively evenly.

Other respondents, such as Cuban, Colombian, and Dominican respondents, notated a higher proportion of college degree holders. However, these patterns should be weighed by their limited sample sizes of 9, 9, and 6, respectively.

The rest of the countries with 5 or less respondents provided no discernable patterns.

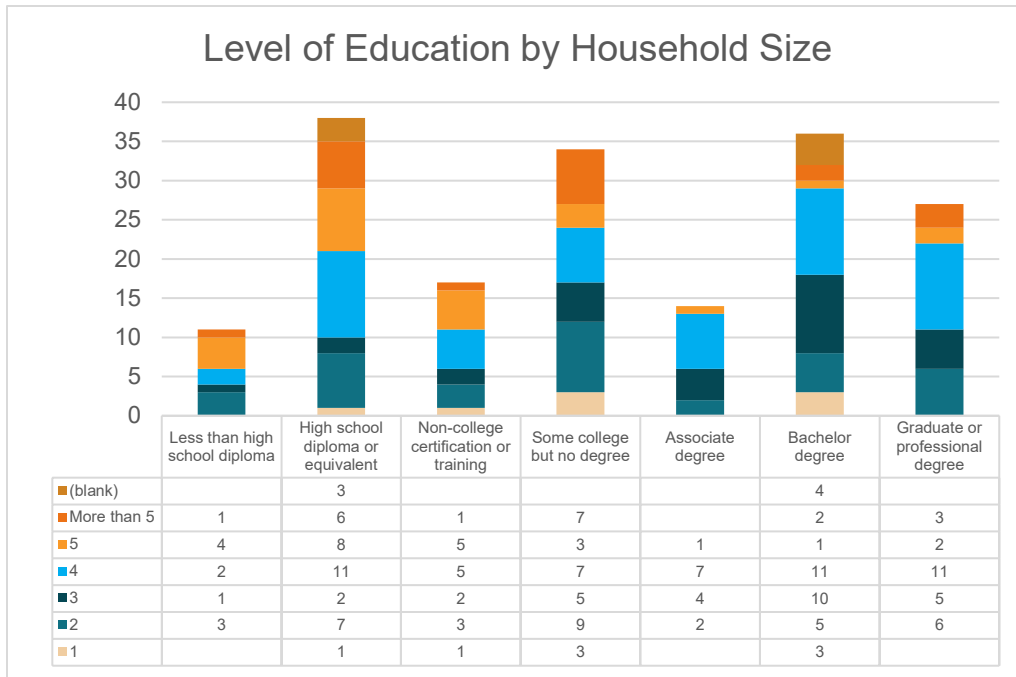


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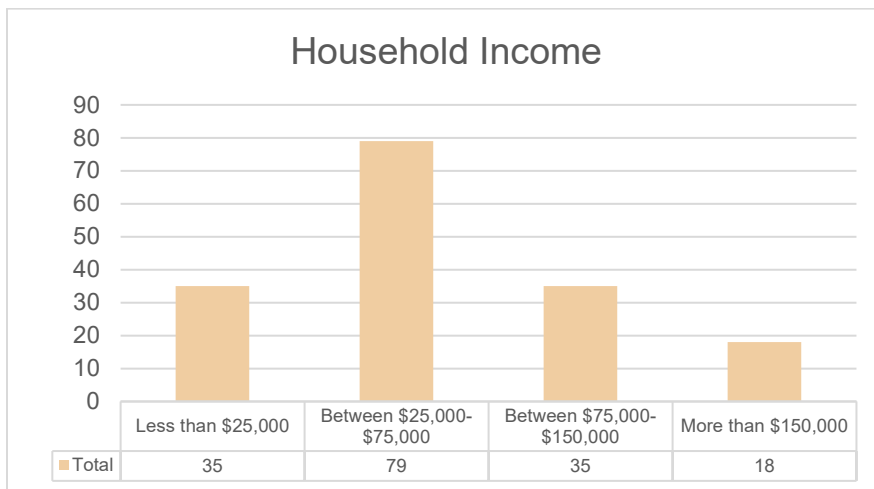
Level of Education by Household Size

Comparing level of education by household size revealed a moderate correlation. A lower level of education correlated with slightly larger household sizes of 4 or more. College education and degree attainment correlated with slightly smaller household sizes of 4 or less.



HOUSEHOLD INCOME

Household income among respondents primarily fell between \$25,000 to \$75,000.



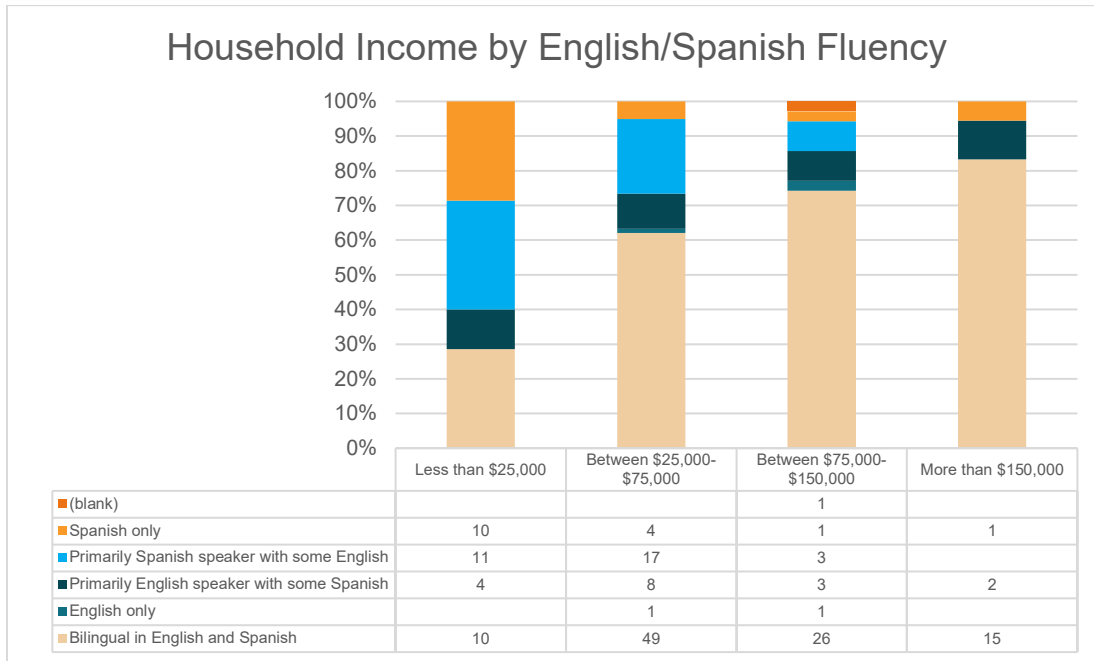
Household income will also be compared by English/Spanish fluency, language of survey taken, level of education, and household size.

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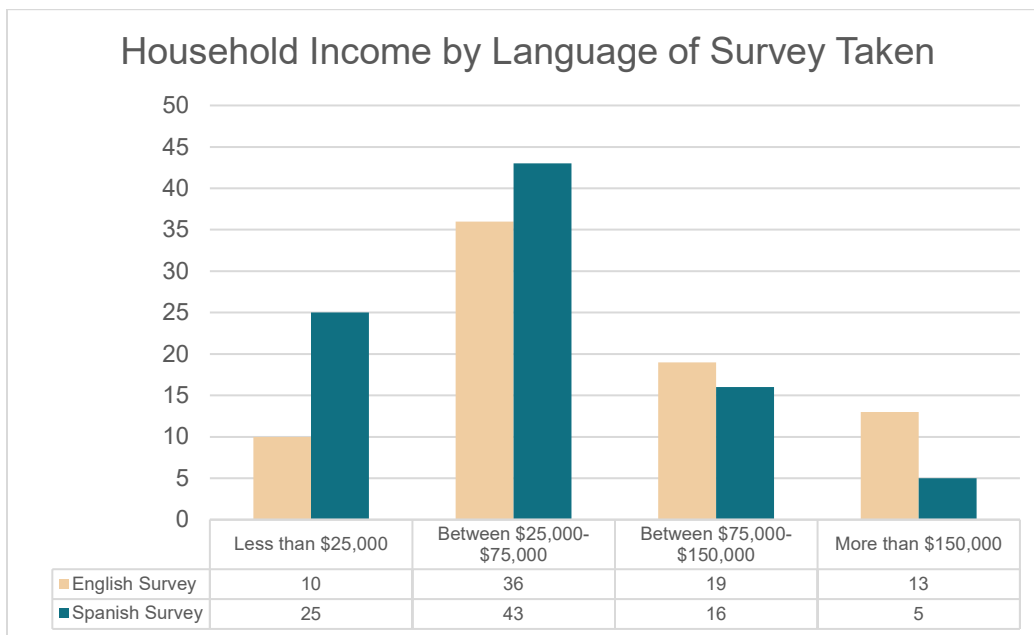
Household Income by English/Spanish Fluency

Comparing household income by language fluency shows a notable difference between English and Spanish speakers. 44% of Spanish speakers earned less than \$25,000, compared to 21% of English speakers and 10% of bilingual speakers. On the other extreme, 15% of bilingual speakers made more than \$150,000 compared to 10% of English speakers and 2% of Spanish speakers.



Household Income by Language of Survey Taken

Similarly, Spanish survey takers, on average, earned less than English survey takers.

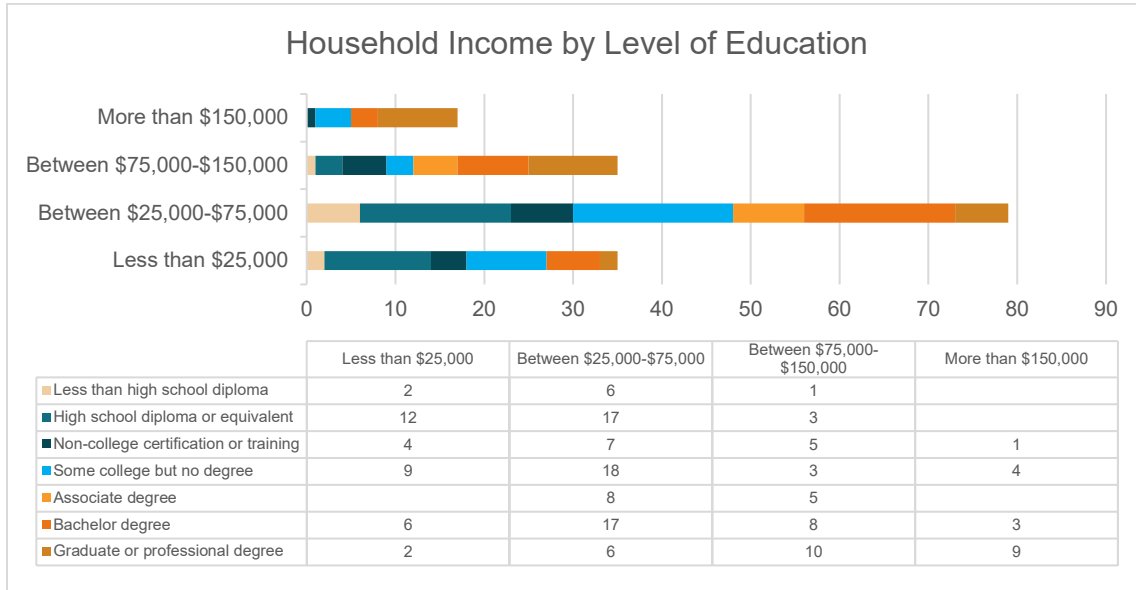


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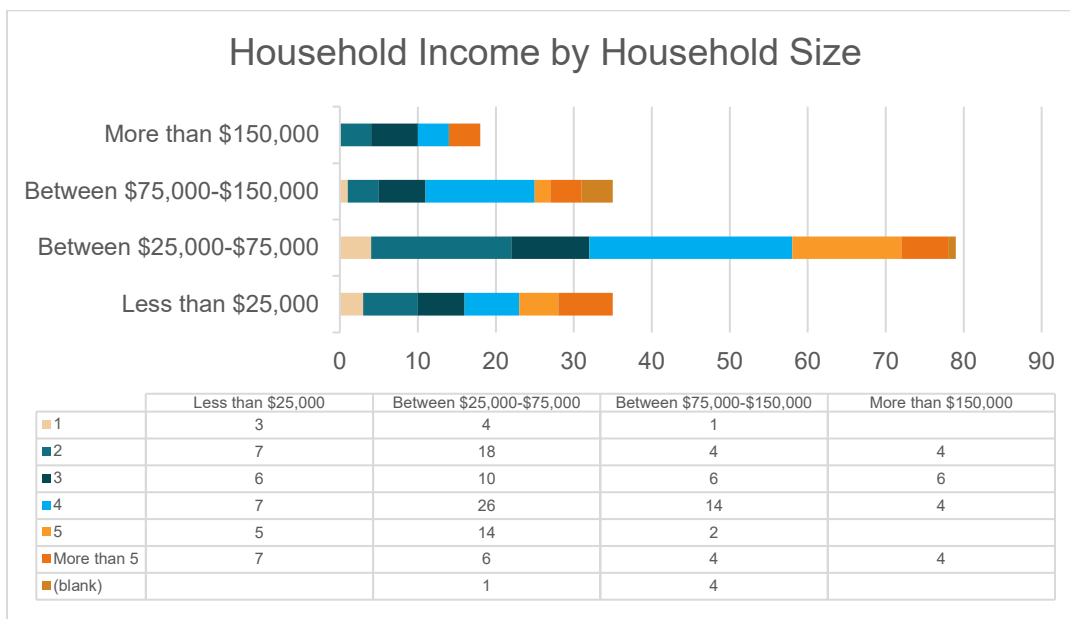
Household Income by Level of Education

Household income is positively correlated with level of education, where respondents notated higher education attainment were more likely to make more money per year.



Household Income by Household Size

Household income by household size formed a relatively normal distribution, with the peak centered around the \$25,000 to \$75,000 range for most groups. Households with more than 5 members did skew slightly on the lower side, earning less overall compared to the other groups.

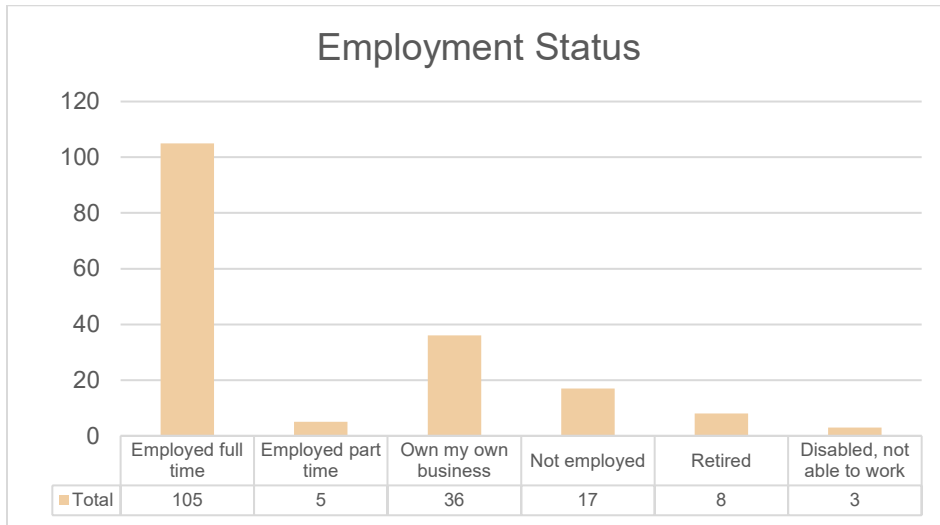


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EMPLOYMENT STATUS

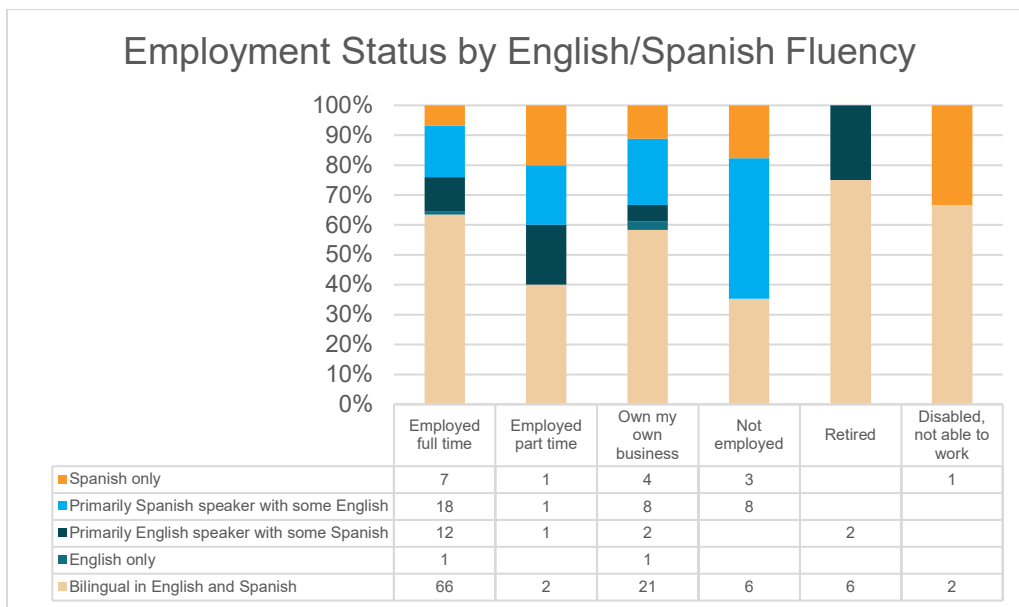
The majority of respondents are employed full time, representing 60.3% of respondents. Around 20% of respondents own their own business, and another 10% are unemployed.



We will also cross-examine employment status by English/Spanish fluency, language of survey taken, level of education, and household income.

Employment Status by English/Spanish Fluency

Across all groups, the majority of respondents were employed full time. Primarily Spanish speakers and bilingual speakers had the highest percentage of business owners at 22% and 20%, respectively. Spanish speakers were more likely to be unemployed than English speakers.

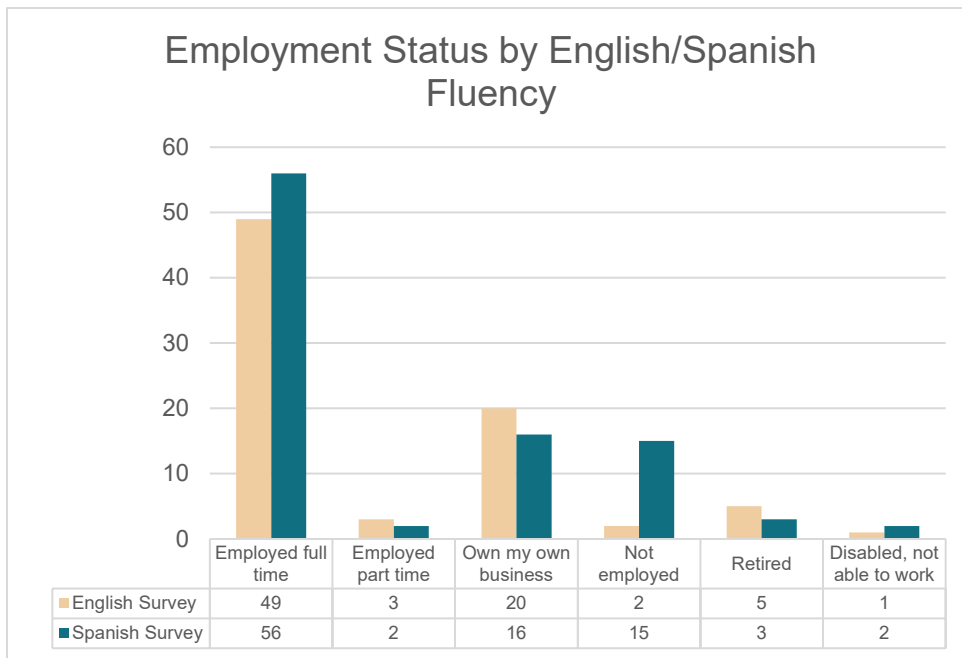


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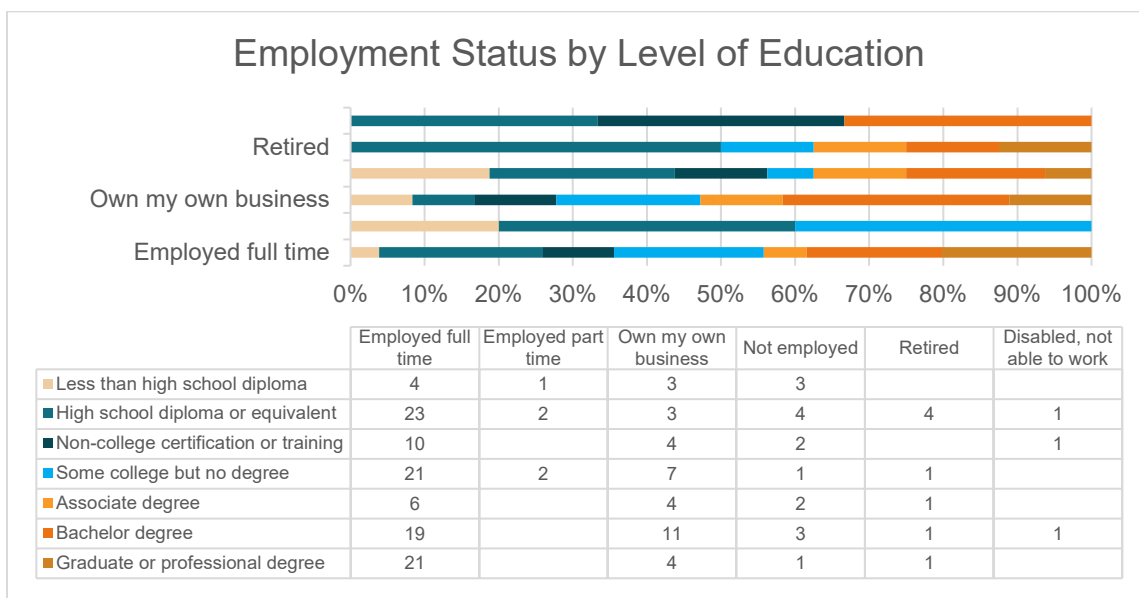
Employment Status by Language of Survey Taken

Spanish survey takers were much more likely to be unemployed than English survey takers, supporting the pattern seen in the language fluency section. Among the employed, employment status remained relatively similar between both groups.



Employment Status by Level of Education

The main finding from this section was a higher percentage of business owners among college-educated respondents.

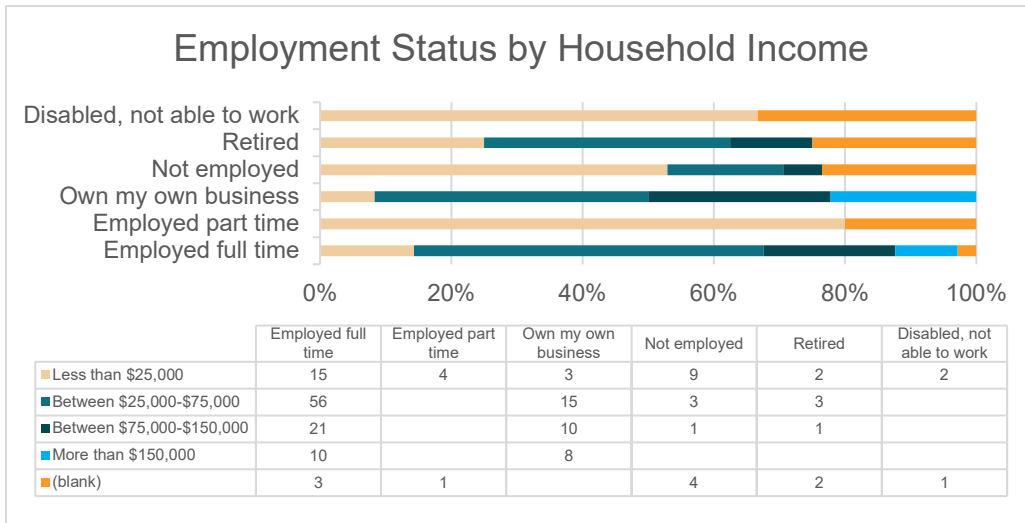


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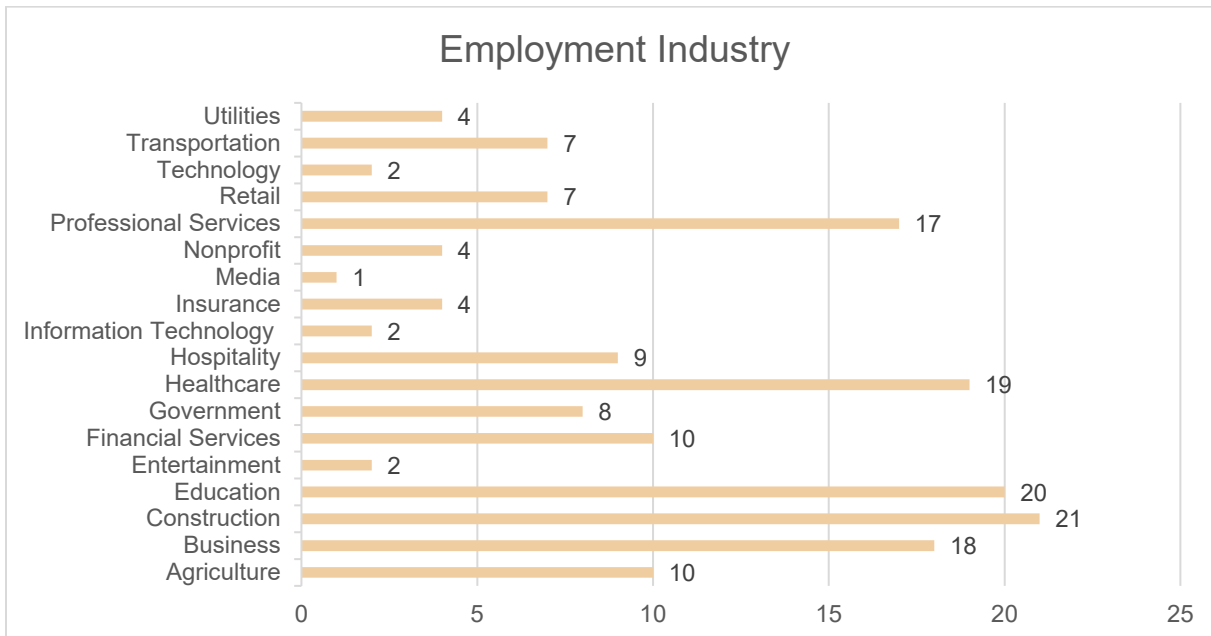
Employment Status by Household Income

The main finding in this section relates to earning potential. 22% of business owners earned more than \$150,000 compared to 9.5% of workers employed full time. 14% of full-time workers earned less than \$25,000 compared to 8.3% of business owners.



EMPLOYMENT INDUSTRY

The top employment industries selected by respondents included construction, education, healthcare, business, and professional services. Professional services include contractors and consultants.



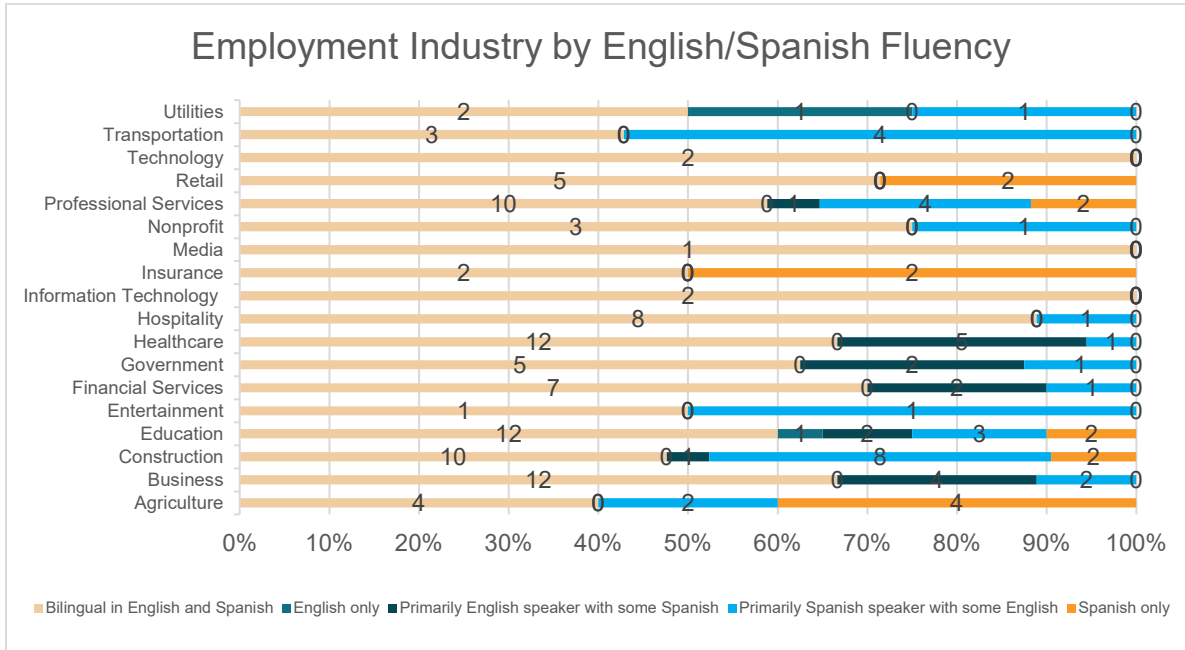
Employment industry will be compared by English/Spanish fluency, language of survey taken, employment status, household income, country of origin, and level of education.

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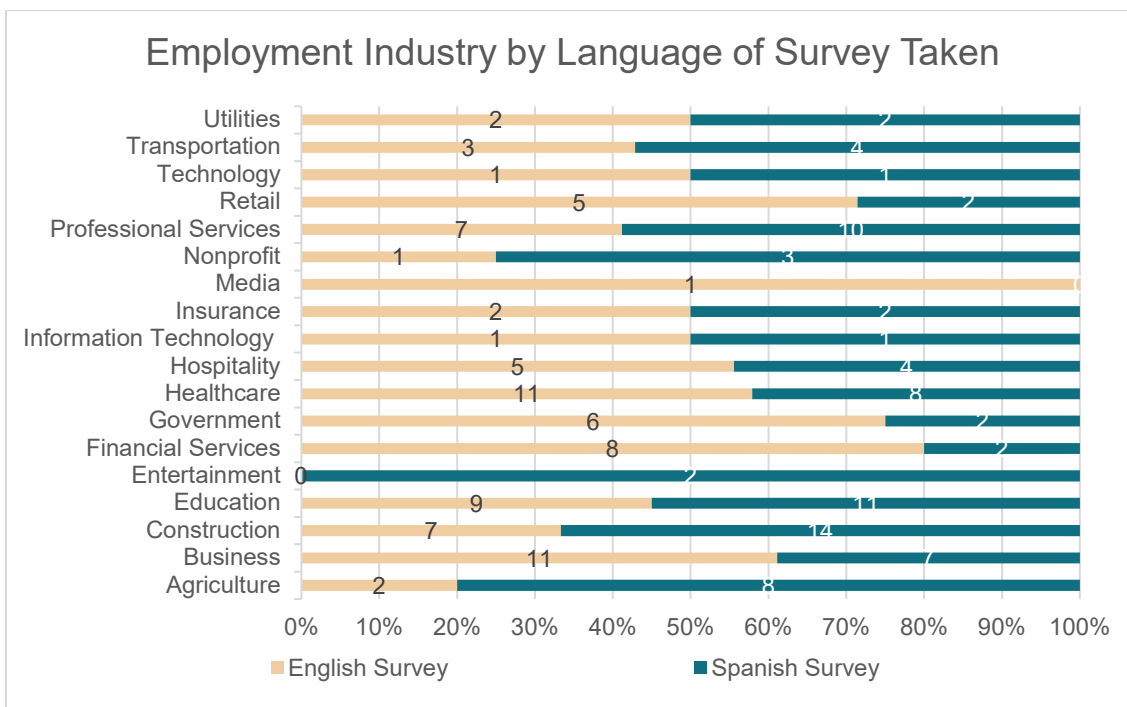
Employment Industry by English/Spanish Fluency

The industries of agriculture, construction, and transportation had the highest proportion of Spanish speakers compared to English and bilingual speakers.



Employment Industry by Language of Survey Taken

When analyzing industries with large samples sizes of 10 or more, Spanish survey takers were more likely to be employed in agriculture, construction, professional services, and education.



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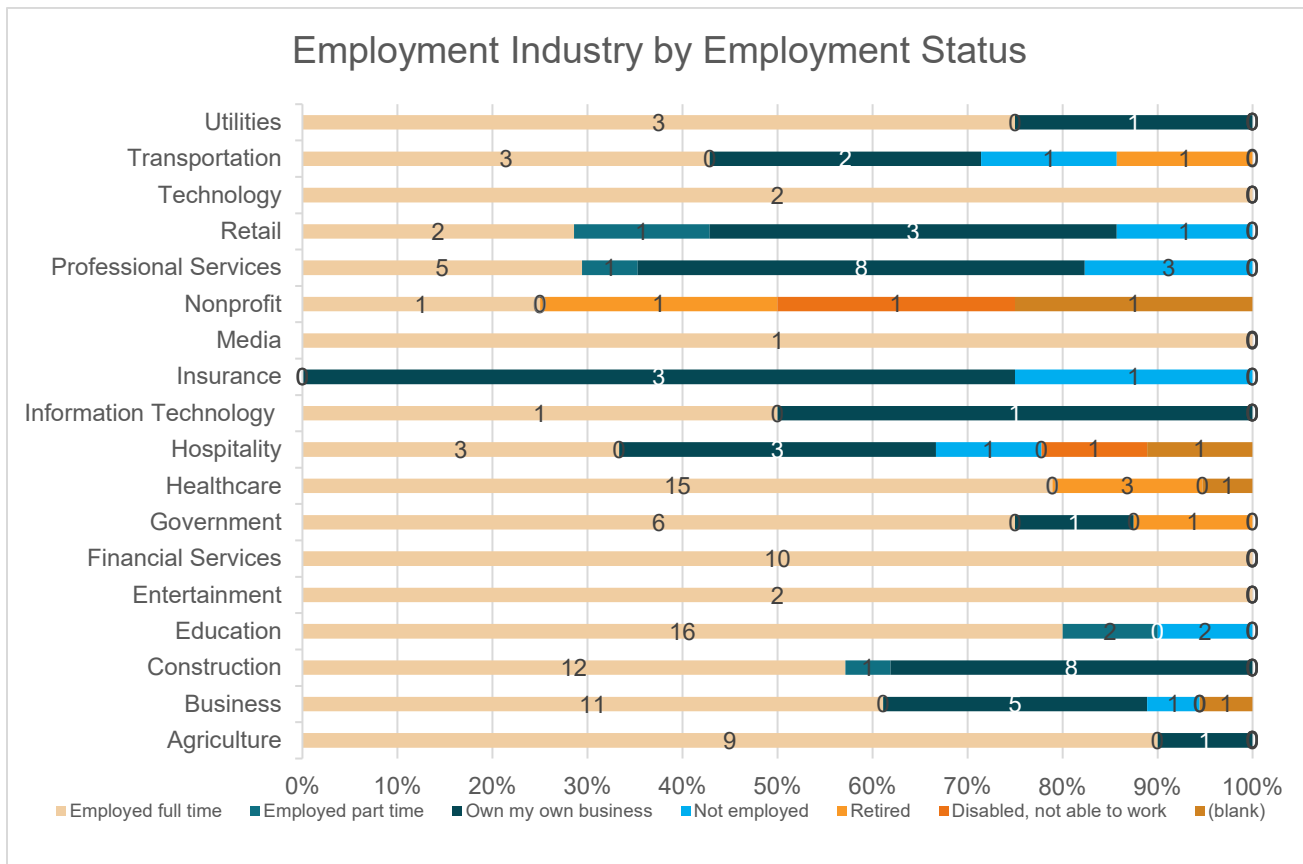
Employment Industry by Employment Status

For the purpose of this section, only industries with 10 or more responses were analyzed to ensure a large enough sample size for pattern detection.

When comparing employment industry by employment status, financial services correlated with the largest full-time employment at 100%. Other full-time industries with large employment percentages included healthcare, education, agriculture, business, and construction.

Some industries correlated with higher percentages of self-employed individuals. These industries include construction and professional services (i.e. contractors and consultants).

There were no discernable patterns that emerged from unemployed individuals and those employed part time.



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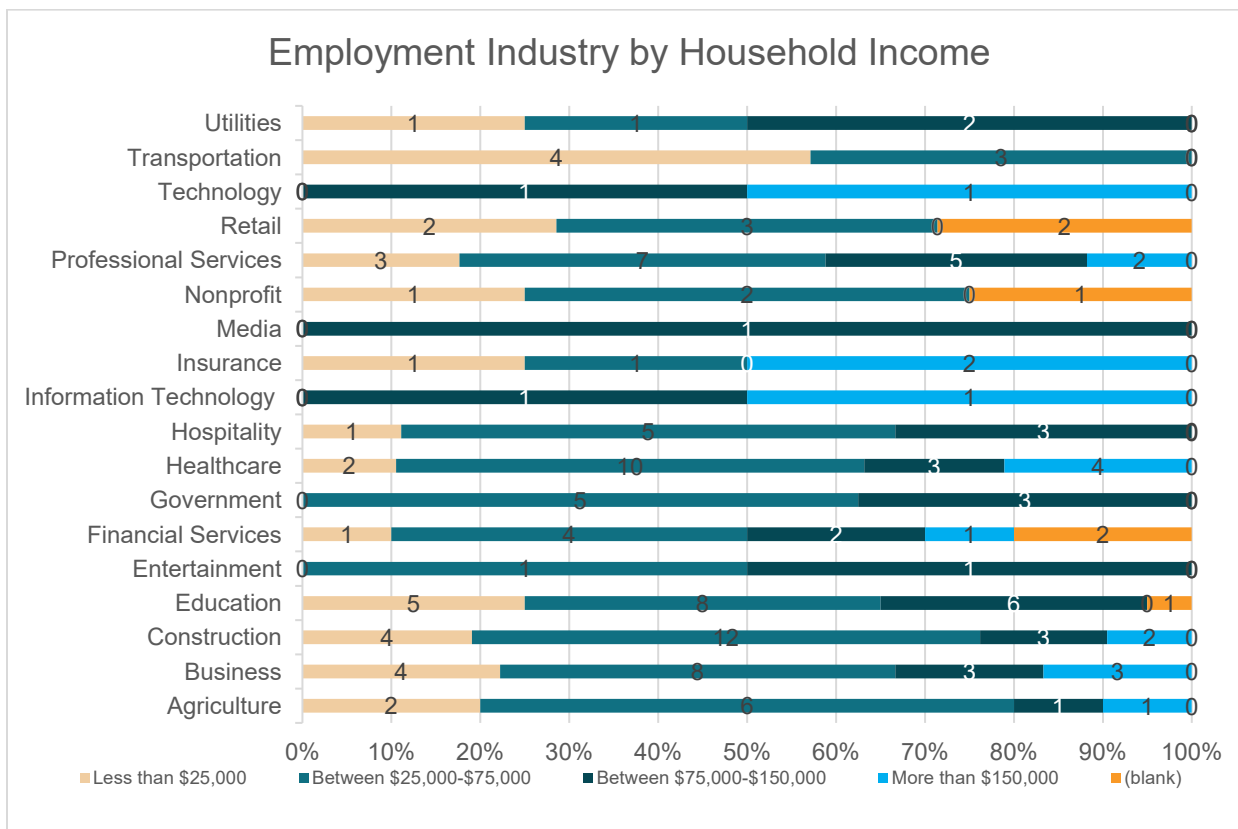
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Employment Industry by Household Income

Before analyzing the data in this section, it is important to note that household income can incorporate more than one income. This may skew the data presented in this section, as it is unknown the percentage of contribution that employment in a particular industry has towards a household's income.

When utilizing the benchmark of at least 10 responses for industry analysis, healthcare, construction, and business correlated with higher household incomes than other industries.

Education and financial services correlated with slightly higher-than-usual household incomes.



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Employment Industry by Level of Education

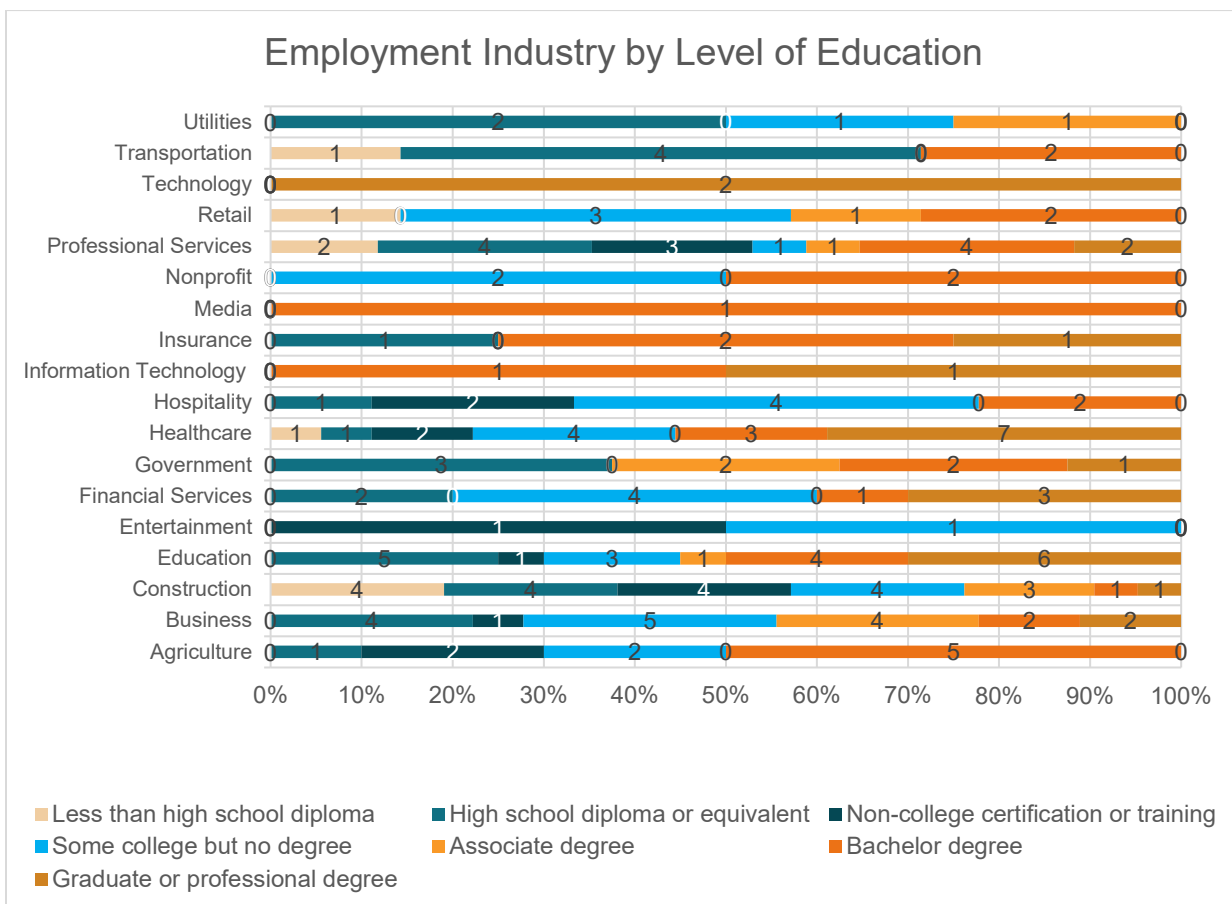
When comparing employment industry by level of education, there was a strong positive correlation between both. Employment industries associated with higher incomes were also associated with higher educational attainment of respondents in most, but not all, cases.

The industries that correlated with the highest educational attainment were healthcare with 38.8% respondents with advanced degrees, education with 30% respondents with advanced degrees and financial services with 30% of respondents with advanced degrees.

Professional services and construction had the widest range of education attainment, ranging from “less than high school diploma” to “graduate degree”.

Business had the highest percentage of associate degree holders at 22%.

Agriculture had the highest percentage of bachelor degree holders at 50%



Community Engagement

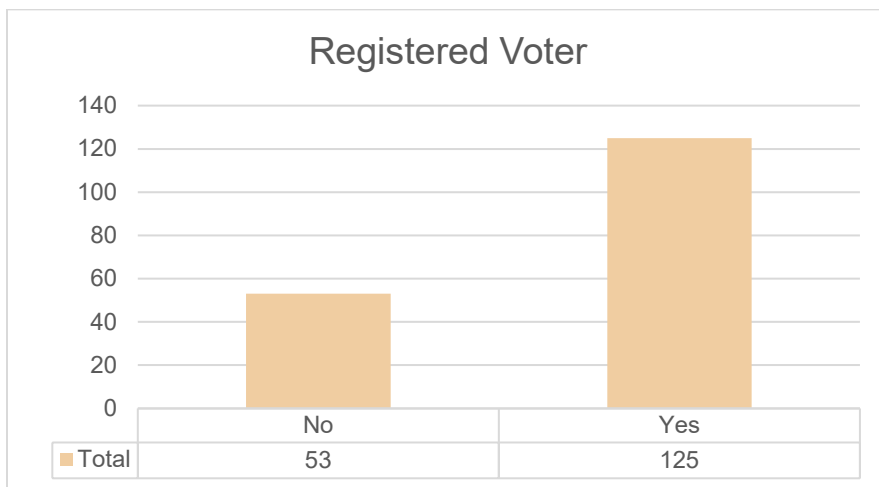
Community engagement is an important indicator of economic mobility in an area. The findings in this section may provide areas of focus for Hispanic community engagement efforts across the county.

The Community Engagement section will consist of the following subcategories:

- Registered Voter
- Community Importance Areas
- Positive Aspects of Lake County
- Negative Aspects of Lake County
- Current Need

REGISTERED VOTER

Overall, about 70% of respondents were registered to vote in Lake County.



We will also compare registered voters by English/Spanish fluency, language of survey taken, length of time in Lake County, level of education, household income, age, and city of residence.

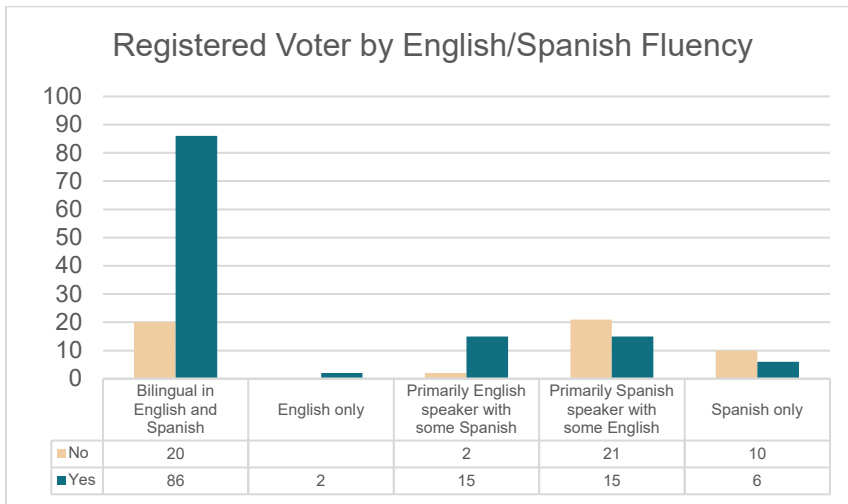
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Registered Voter by English/Spanish Fluency

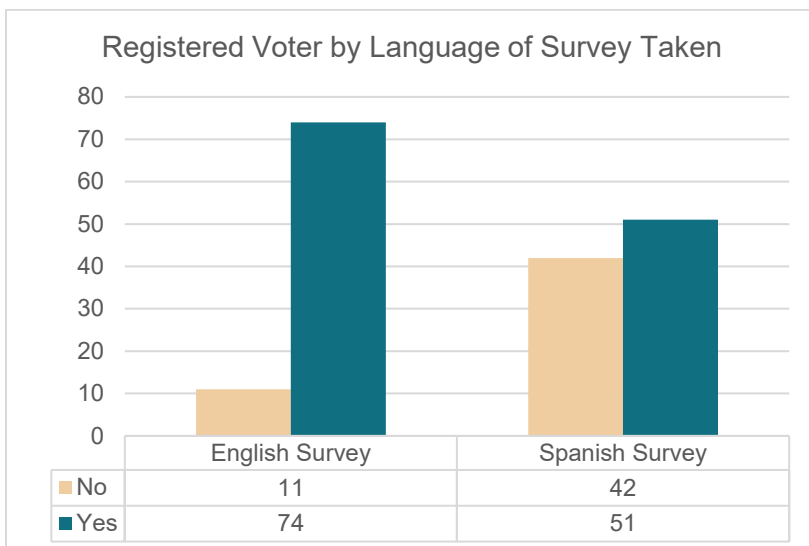
Comparisons between a respondent’s language fluency and their status as a register voter showed that bilingual respondents were significantly more likely to be registered to vote. English-only speakers and primarily English speakers were also more likely to be registered voters.

However, the trend changed among Spanish speakers. Both Spanish-only speakers and primarily Spanish speakers were less likely to be registered voters.



Registered Voter by Language of Survey Taken

The trends seen in the previous section continue when comparing with survey language. English survey takers were significantly more likely to be registered voters. Spanish survey takers were also more likely to be registered voters, but by a much smaller margin.



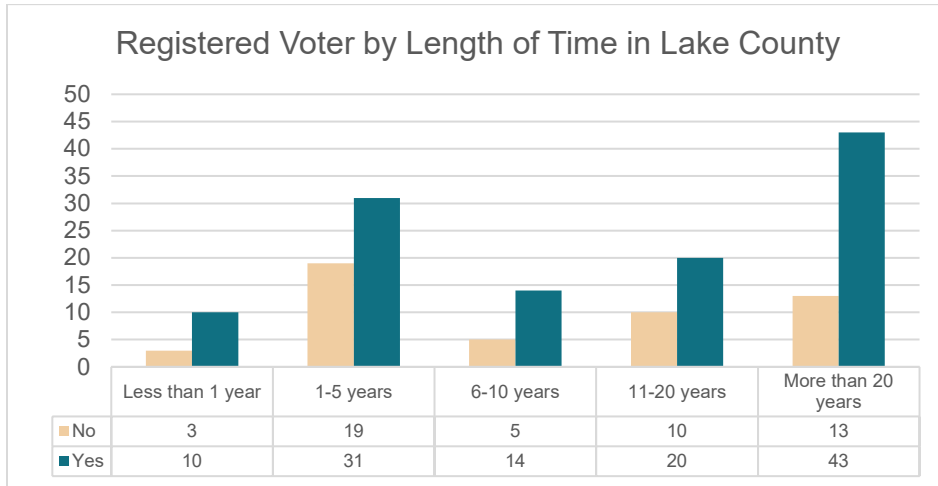
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Registered Voter by Length of Time in Lake County

The distribution of registered voters was consistently proportional among the various years of residents of respondents. In all categories, registered voters outnumber non-registrants.

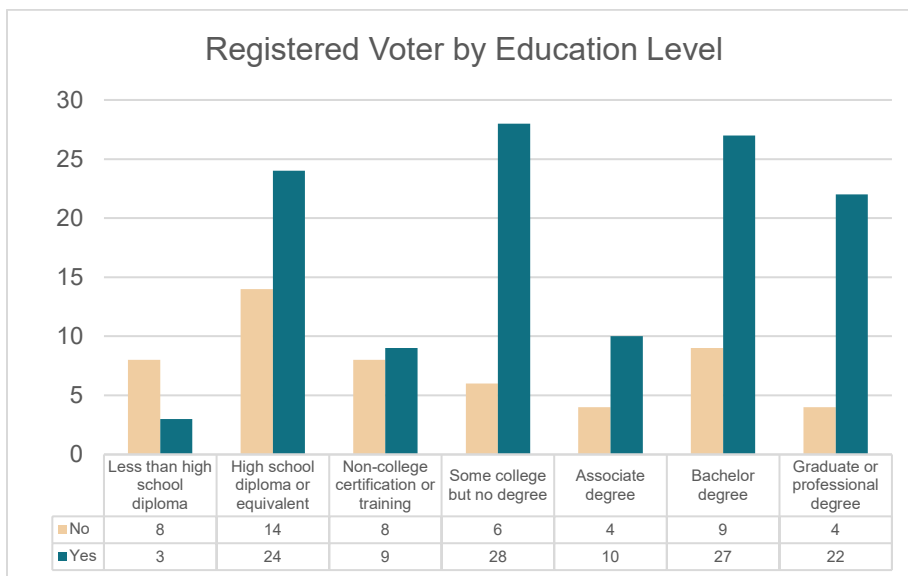
It is worth noting that residents living in Lake County 1-5 years had the highest number of non-registrants, followed by residents of Lake County residing more than 20 years.



Registered Voter by Level of Education

Level of education showed mixed association with voter registration status. College attendance was positively associated with registering to vote, showing significantly higher registered voters among those with some college, a bachelor degree, and a graduate degree.

“Less than a high school diploma” was the only group to have a higher percentage of non-registrants. Only one respondent was under 18, so all other respondents were of voting age.

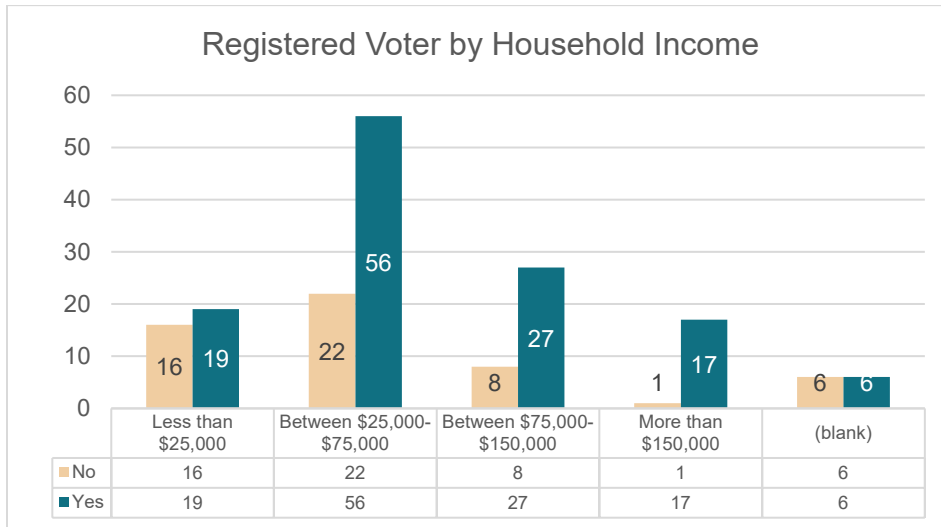


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Registered Voter by Household Income

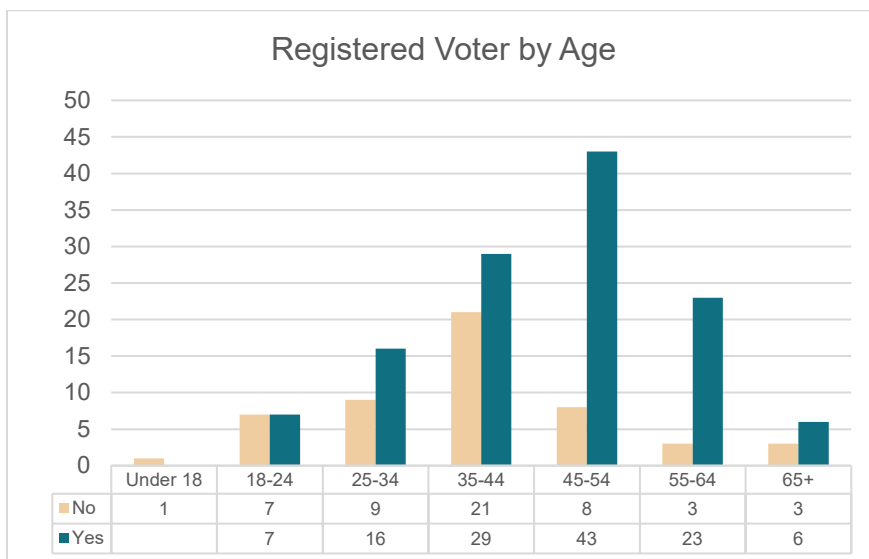
Household income was positively correlated with voter registration. As income increased, the percentage of registered voters versus non-registrants also increased. The bulk of non-registrants resided among respondents with a household income of \$75,000 or less, accounting for 71.6% of all non-registrants.



Registered Voter by Age

Voter registration was generally positively correlated with age. Voter registrants increased as age range increased up until age 54, then started to decrease after age 55. This is likely due to respondent representation.

The highest number of non-registrants resided in the 35-44 range, 40% of all non-registrants.



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Registered Voter by City of Residence

Voter registration status was also compared at the city level. All cities had higher registrants than non-registrants except for Eustis, where the spread was equal between both.

Among the cities with the highest responses:

In Clermont, 69% of respondents were registered to vote.

In Groveland, 79% of respondents were registered to vote.

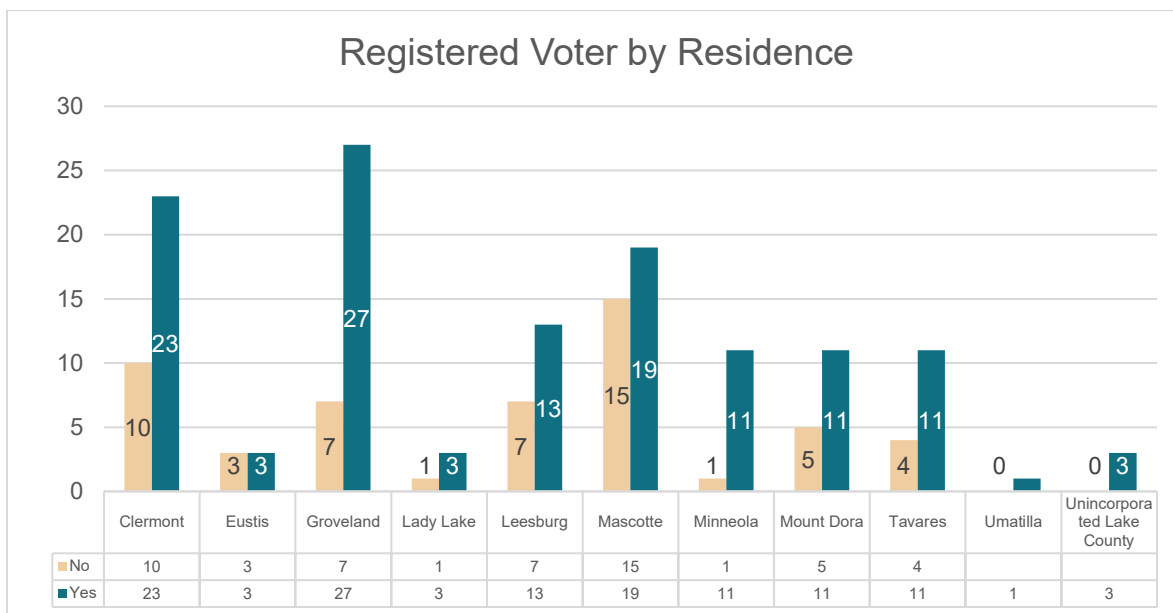
In Mascotte, 55% of respondents were registered to vote.

In Leesburg, 65% of respondents were registered to vote.

In Mount Dora, 69% of respondents were registered to vote.

In Tavares, 73% of respondents were registered to vote.

In Minneola, 91.6% of respondents were registered to vote.

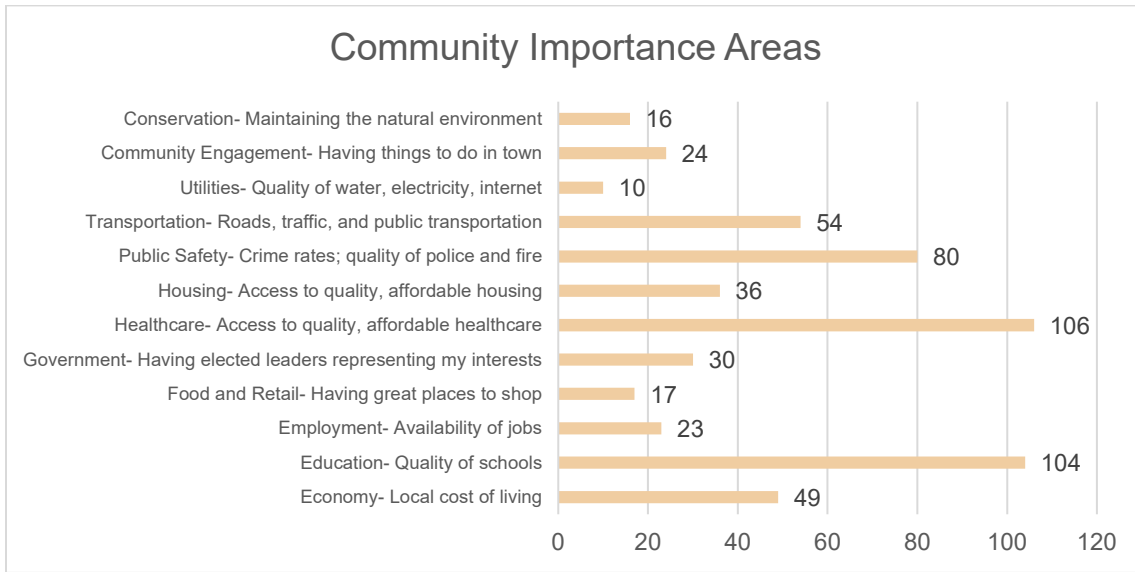


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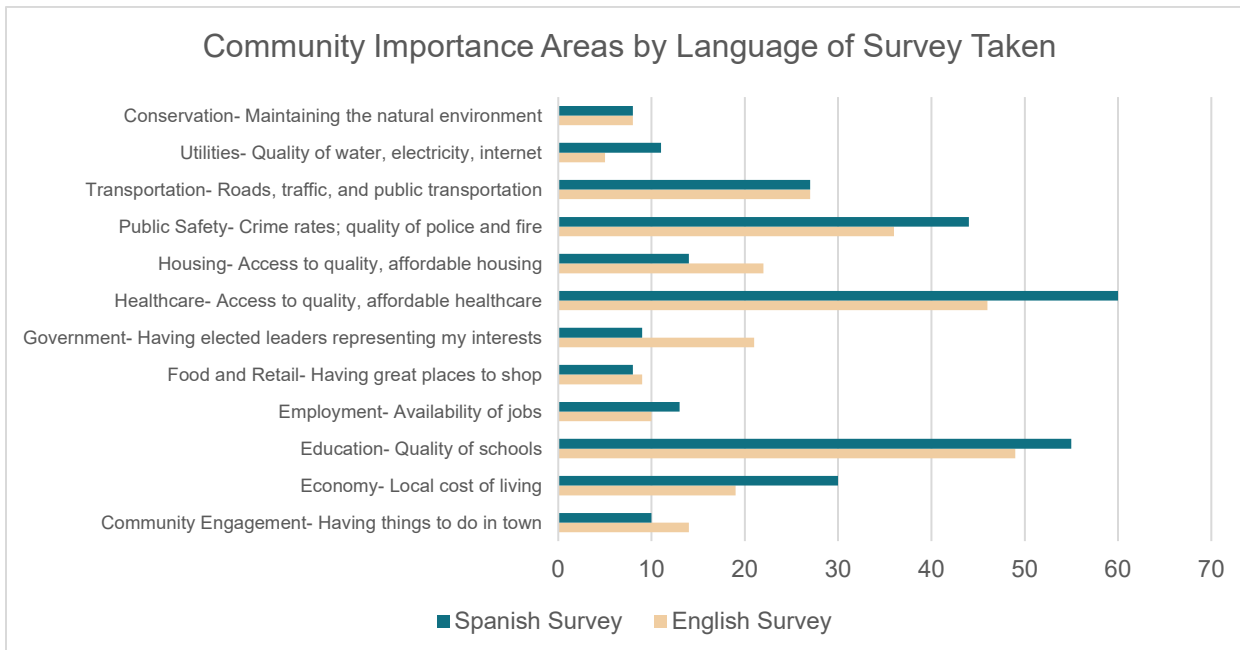
COMMUNITY IMPORTANCE AREAS

Respondents were asked to select their top three areas of importance in Lake County from a list. Accumulated responses are shown below. The top three areas of importance were healthcare, education, and public safety.



Community Importance Areas by Language of Survey Taken

Community importance was further analyzed by language of survey taken, showing some differences based on language preferences. While the top three remained the same, differences emerged further down the priority list. English survey takers cared more about utilities and the economy, while Spanish survey takers cared more about housing, government, and community engagement.



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NEGATIVE ASPECTS OF LAKE COUNTY

Respondents also were asked what should be improved in Lake County. Two more word clouds were constructed to represent answers in English and Spanish. Full responses are found in **Appendix D**.

English Responses

The most common words found in the English responses were *roads*, *community*, *infrastructure*, and *schools*.

Respondents shared many concerns over traffic and the infrastructure to support the growing population in Lake County. Others mentioned the need for more cultural activities, more local restaurants, and more schools.



Frequency	Word
12	roads
12	hispanic
10	community
10	better
9	infrastructure
9	traffic
7	schools

Spanish Responses

The most common words found in the Spanish responses were *tráfico* (traffic), *carreteras* (roads), *escuelas* (schools), *lugares* (places), *eventos* (events), and *negocio* (business).

Respondents expressed concerned over the quality of our roads and schools related to growth. Spanish responses had a larger emphasis on diversity, cultural representation in business and government, and cultural events that expand beyond Mexican celebrations.



Frequency	Word
11	tráfico
9	carreteras
5	escuelas
4	lugares
3	eventos
3	abrir
3	negocio

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CURRENT NEEDS

Respondents were asked to describe their current needs at the time of filling out the survey. English and Spanish responses are provided below. Full responses are available in **Appendix D**.

English Responses

The most common words found in the English responses were *affordable*, *housing*, *kids*, and *health*. Respondents primarily shared a need for affordable housing, better access to healthcare, and resources for kids including better schools and community activities.



Frequency	Word
13	affordable
6	better
6	housing
4	needs
4	living
4	kids
4	health

Spanish Responses

The most common words found in the Spanish responses were *trabajo* (employment), *ingles* (English), *aprender* (learn), and *personas* (people).

Respondents primarily wanted job training and employment opportunities, resources for starting their own business, and resources to learn English.



Frequency	Word
8	trabajo
4	poder
4	tener
4	ingles
3	aprender
3	tengo
3	personas

5. DISCUSSION

As of 2020, the Hispanic population accounted for 19% of all Americans and making it the nation's "second largest racial or ethnic group, behind White Americans and ahead of Black Americans" (Pew Research Center, 2022). The Hispanic population is also the fastest growing group in the United States (Pew Research Center, 2022).

Similarly, the Hispanic population accounts for an estimated 18.7% of all Lake County residents (United States Census Bureau, n.d.), making it the largest minority group in the county.

The Findings and Results section above provided an assortment of information about the local Hispanic community. Additionally, the data identified a number of themes that will be discussed in more detail below.

- **Respondent geographic distribution:** Respondents lived in all areas of Lake County, but had a higher concentration from South Lake County. This could be due to a number of factors, including possible higher populations of Hispanics in South Lake, more community events in South Lake attended by Hispanics, or simply level of interest among residents in filling out the survey. It is also worth noting that cities that collaborated with HOLCA to distribute the surveys correlated with a higher response rate.
- **Country of origin:** Survey respondents overwhelmingly listed Mexico, Puerto Rico, and Venezuela as their country or territory of origin. Other countries represented included Columbia, Cuba, Dominican Republic, El Salvador, Honduras, and Guatemala. A few respondents listed multiple countries of origin. A few other respondents listed US as their country of origin. It is important to understand how Hispanics identify themselves in relation to their geographic roots. As multi-generational Hispanics establish a home in Lake County, their self-identification may shift. One can wonder why two self-identified Hispanics listed the United States as their country of origin. It could be due to several generations of residence that has led to that being the primary home of several generations of family members. It could be due to having mixed race parents who have lived in the US as far back as they remember. It could simply be how they define country of origin as possibly the country where they were born. Nevertheless, the results show a diverse view of backgrounds that should be taken into account when discussing the Hispanic population as a whole.
- **Language skills versus preference:** This report intentionally depicted data from the point of view of language fluency as well as survey language. This distinction, while subtle, is very important. It is very common to evaluate the Hispanic community based on their ability to communicate in English. It is less common to consider their preference in communication. One can assume that a Hispanic individual who requests a Spanish-speaking employee or grabs a Spanish-language pamphlet is not able to speak or read English. As indicated in this report, that may not always be

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the case. Several bilingual individuals, who self-identified as strongly fluent in both English and Spanish, chose to take the Spanish survey when given the choice. Their preference indicates their level of comfort with each language, often opting for the language that aligns with their daily communication preferences.

- **Language barriers for success:** Language fluency and preference often resulted in a divide among the population in several categories. Primarily-Spanish speakers generally shared traits that aligned with larger households, more likely to be married, higher number of dependents (specifically for Spanish survey takers), lower education attainment, lower household income, more likely to be unemployed, and less likely to be registered voters. The report reinforces the fact that limited English proficiency results in barriers to success within the community. This data also suggests a link between many of these variables. For example, living in a larger household with several depends might result in having to work longer hours or multiple jobs to provide for the family, leaving less time for educational attainment or learning English. Nationally, an estimated 24% of Hispanic adults 25 and over had earned an associate degree or higher as of 2017, compared to 46% of White adults (Excelencia in Education, 2020). By comparison, 43% of Lake County Hispanics earned an associate degree or higher, but that percentage dropped to 27% when focusing on Hispanics with limited English.
- **Unique traits among Spanish speakers:** The data also revealed some additional unique traits about Spanish speakers, even within their own subgroup. When looking at level of education, Spanish speakers overall had lower educational attainment compared to English and Bilingual speakers. However, Spanish-only speakers were more likely to have a college degree than primarily-Spanish speakers with some English proficiency. Possible reasons for this disparity could be due to the origin of the degree. Primarily-Spanish speakers may have been raised in the US, struggling to learn the English language while also trying to earn a degree or certificate. The language barrier may slow or halt progress towards degree attainment. Spanish-only speakers may have attained their degree in a different country, then immigrated to the US with the degree in hand. This may suggest that there are several skilled, credentialed Hispanic individuals whose contributions to the community are limited by their lack of English proficiency. Increasing English fluency could increase the ability of several individuals to enter the workforce without the need of added degrees or certificates.
- **Business ownership:** Overall, business ownership was high among respondents. The data showed that Spanish speakers were more likely to own their own business than English speakers, and slightly more likely to own a business over bilingual speakers. This suggests various entrepreneurial interests among the Hispanic community, supported by the write-in comments at the end of the survey looking for business development support.
- **Employment industry considerations:** Respondents in this survey gravitated heavily towards the fields of construction, education, healthcare, business, professional services, and agriculture.

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Spanish speakers were more likely to work in construction, agriculture, and transportation. Over half of all respondents in the construction, agriculture, and transportation industries had either a college degree or an industry certification. This suggests that regardless of field, Hispanic individuals working in these industries are involved in additional training and education to perform their jobs, whether by choice or by mandate from employer. Proportionally, about 25% of employees in construction and agriculture have a household income of more than \$75,000. It is possible that educational attainment could be responsible for these increases in salary. There seems to be an opportunity to increase educational attainment of the rest of the workers in these industries in order to increase their earning potential and quality of life.

- **Community Impact Trends:** The Hispanic respondents in the survey showed most concern over healthcare, education, public safety, and transportation in the community. Additional divisions were found between English and Spanish survey takers. English survey takers prioritized the quality of utilities, employment opportunities, and the cost of living. Spanish survey takers prioritized housing, government representation, and community engagement. This division in priorities speaks to the current needs of the Hispanic population based on cultural expectations. Respondents with a preference for the English language want to meet their immediate economic needs. They want to be able to get a job, provide for their families, and afford a comfortable life. By contrast, respondents with a preference for the Spanish language prioritized having a place to live, having a local government that represented their needs, and more opportunities for community engagement. The write-in answers at the end of the survey further clarified these points. Spanish-speaking respondents wanted to see more diversity in leadership, and more cultural representation in community events. Overall, they wanted to see more tolerance and acknowledgement of the diverse cultures that exist in Lake County. This distinction is important because tangible resources such as housing, employment, and healthcare are only half of the equation. Hispanic community members want to become more than a resident who lives in Lake County. They want opportunities to get engaged and contribute, whether as a business owner, volunteer, or participant.
- **Lake County's small-town feel:** Despite concerns regarding traffic, infrastructure, and rapid growth, respondents overall praised Lake County's small-town feel. They specifically mentioned that Lake County was peaceful, quiet, safe, and natural. Many noted the great people in Lake County, the fun festivals, and the many lakes.

6. IMPLICATIONS AND NEXT STEPS

The goal of this survey was to collect demographic information about the local community to serve as a baseline for future reports and initiatives. This section will discuss the limitations of the report, the implications of the report, and the next steps.

Limitations of the Report

There are several limitations with this survey that must be considered before taking action on the data presented.

- **Sampling bias:** The distribution method of the survey primarily relied on a voluntary response sample. A voluntary response sample is a group of individuals who may hold stronger views on a subject due to shared characteristics based on how and where the survey was distributed. The survey was distributed at community festivals and events and local community centers. By default, individuals who attend at these events or visit community centers may already be more engaged than the average resident, which may skew the results. Targeting unengaged residents for their thoughts on a survey necessitates a complex, expensive, and long-term approach that was not feasible for this first survey. The plan for future surveys is to increase the reliance on randomized sampling methods and incentives to broaden the pool of survey respondents.
- **Sample size:** The original sample size of 193 was lowered to 179 as non-Hispanics were removed from the total count. The original intent was to collect responses from both Hispanic individuals and non-Hispanic individuals to provide comparison data between the groups. Due to the low response rate of non-Hispanic individuals, it was not possible to provide true comparisons between the groups. The decision was made to remove the non-Hispanic individuals from the multicultural representation, family and relationships, education and workforce, and community engagement sections of the report. Based on the most recent census estimate, there are an estimated 79,374 Hispanics in Lake County as of 2023 (U.S. Census Bureau, n.d.). A sample size of 179 respondents represents 0.22% of the population. Although the sample size seems small, other factors come into play regarding the validity of the sample. Wide geographical distribution and broad representation of ages, gender, and culture are also important, which this sample provided. This is also the first documented effort to provide a county-wide survey focused on the Hispanic community, providing a foundation for future surveys with larger sample sizes.
- **Comparisons with county/state/federal data:** While the report contains detailed information about survey respondents in various areas, time and resource limitations prevented a larger exploration of the data by comparing the survey results with county data, state data, and federal data for the general population at-large. Comparisons such as these are important to contextualize the responses of the Hispanic survey respondents within the larger county, state, and federal

picture. Without these comparisons, it is difficult to determine if the numbers provided in this survey are lower than county averages, higher than county averages, or in line with county averages. Future reports will incorporate these comparisons for better contextualization.

Implications of the Report

The data contained in this report speaks to the current state of the Hispanic population in Lake County in the areas of general demographics, multicultural representation, family and relationships, education and workforce, and community engagement.

Although limited in scope, this initial report contains a foundation of demographic data outlining the composition of Lake County's Hispanic population and its language fluency, living situation, and wants and desires.

- **English Education:** The language barrier is seen as one of the most significant hurdles that the population must overcome to increase their quality of life. Resources should be put into providing educational resources to learn the English language. In addition to formal coursework, it is important to provide alternative opportunities for learning and practicing the English language. This can include conversational English workshops, availability of educational English materials in libraries that are specifically marketed to the community, and engagement opportunities to mix English and Spanish speakers together so they can learn from each other. Additionally, it is important to offer more Spanish-language material and make it accessible to families who are still in the process of learning English. The data shows that many English-speaking Hispanics prefer to read materials in the Spanish language.
- **Business development:** The data show a large interest in the Hispanic community to start and manage their own business. Business development resources should be made available in both English and Spanish, and marketed to the Hispanic community as a potential path forward. In addition to providing support to new entrepreneurs wanting to start a business, efforts should be made to support existing entrepreneurs to take their businesses to the next level.
- **Educational attainment:** Household income, employment, and voter registration were positively correlated with educational attainment among the Hispanic population. A basic education, whether through a college degree or industry certification, can significantly improve an individual's quality of life, expand employment opportunities, and raise their household income.
- **Supporting different generations:** The data show that the largest groups of Hispanics lived in Lake County more than 20 years and between 1-5 years. This suggests that a one-size-fits-all approach will not work for the Hispanic community, as both groups have significantly different needs. Newer residents were less likely to be fluent in English, suggesting a need for English education resources as part of a welcome campaign for newcomers. Meanwhile,

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residents with tenure were more likely to have larger households and were more likely to be bilingual. Therefore, their needs would be less language-based and more focused on family services.

- **Community Needs:** Like several other populations, the Hispanic respondents expressed a desire for better access to healthcare, better schools, increased public safety, better infrastructure, and decreased traffic. Efforts should be made to include Hispanic community members in surveys, focus groups, committees, and advisory positions to provide feedback on initiatives that tackle these areas. While language is often an important consideration, there are other elements to consider such as culture.
- **Cultural Needs:** Respondents indicated multiple times in the survey the importance for representation. While some respondents praised the community festivals that celebrate the Hispanic community, others say that it's not enough. One respondent in particular mentioned that many of the festivals lean towards Mexican celebrations, even though other Hispanic cultures are represented in the county. Beyond festivals, respondents desired more representation of Hispanics in government and business. They desired acknowledgement, if not celebration, of the different countries and cultures represented within the county. This provides an opportunity to connect with Hispanic members of the community to provide ideas, guidance, and leadership on initiatives that could achieve these goals.

Next Steps

HOLCA is committed to supporting Lake County's economic development by addressing the needs of the Hispanic community to increase their employment, engagement, and quality of life. Their contributions can help the economy as a whole by applying their skills, talents, and experience where they are most needed. HOLCA will strive to partner with organizations to promote existing resources and develop new ones.

Additionally, HOLCA aims to turn this into a biannual report, distributing the survey every two years to provide a longitudinal assessment of the changing demographics of Hispanics in Lake County. The next survey is scheduled to be distributed in 2025, with a new report published in 2026. Any organizations interested in collaborating on this initiative can contact HOLCA at Info@holca.net.

The goal of each new report is to increase the demographic indicators collected, increase the sample size, and provide additional comparisons with local, state, and national demographic data.

7. CONCLUSION

HOLCA's first demographic survey aimed to provide a foundational overview of the Hispanic population in Lake County. This report provides a detailed snapshot of respondents' living situations, views, and preferences through a variety of lens. Results show a broad range of outcomes among the Hispanic population, dispelling the idea that they are one monolithic group. No one initiative would be able to address the varied needs of the representatives of the population. Instead, initiatives should focus on the smaller trends found within the many categories of this report, addressing the tangible problem depicted through a combination of collaboration, representation, and funding prioritization.

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APPENDIX

Appendix A: English Survey



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1. Are you of Hispanic, Latino, or Spanish origin?

- Yes No

2. If Yes, please select which country/territory of origin. Select all that apply.

- | | | | | |
|---------------------------------|--|-----------------------------------|-----------------------------------|------------------------------------|
| <input type="radio"/> Argentina | <input type="radio"/> Colombia | <input type="radio"/> El Salvador | <input type="radio"/> Nicaragua | <input type="radio"/> Spain |
| <input type="radio"/> Belize | <input type="radio"/> Costa Rica | <input type="radio"/> Guatemala | <input type="radio"/> Panama | <input type="radio"/> Uruguay |
| <input type="radio"/> Bolivia | <input type="radio"/> Cuba | <input type="radio"/> Haiti | <input type="radio"/> Paraguay | <input type="radio"/> Venezuela |
| <input type="radio"/> Brazil | <input type="radio"/> Dominican Republic | <input type="radio"/> Honduras | <input type="radio"/> Peru | <input type="radio"/> Other: _____ |
| <input type="radio"/> Chile | <input type="radio"/> Ecuador | <input type="radio"/> Mexico | <input type="radio"/> Puerto Rico | |

Instructions: Please answer the following questions to help HOLCA understand the needs of our local Hispanic community. All survey responses are anonymous.

3. How fluent are you in English and/or Spanish?

- Bilingual in English and Spanish
 Primarily English speaker with some Spanish
 Primarily Spanish speaker with some English
 English Only
 Spanish Only

4. How long have you lived in Lake County?

- Less than 1 year
 1 to 5 years
 6 to 10 years
 11 to 20 years
 More than 20 years

5. In what area of Lake County do you reside?

- | | | | |
|--------------------------------------|--|----------------------------------|--|
| <input type="radio"/> Astatula | <input type="radio"/> Groveland | <input type="radio"/> Mascotte | <input type="radio"/> Tavares |
| <input type="radio"/> Clermont | <input type="radio"/> Howey in the Hills | <input type="radio"/> Minneola | <input type="radio"/> Umatilla |
| <input type="radio"/> Eustis | <input type="radio"/> Lady Lake | <input type="radio"/> Montverde | <input type="radio"/> Unincorporated Lake County |
| <input type="radio"/> Fruitland Park | <input type="radio"/> Leesburg | <input type="radio"/> Mount Dora | |

6. What is your age?

- Under 18 45 to 54 years
 18 to 24 years 55 to 64 years
 25 to 34 years 65+ years
 35 to 44 years

7. What is your gender?

- Male
 Female
 Other: _____

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8. What is the highest level of education you completed in the US?

- Less than high school diploma
- High school diploma or equivalent
- Non-college certification or training
- Some college but no degree
- Associate degree
- Bachelor Degree
- Graduate or professional degree

9. Which of the following categories best describes your employment status?

- Employed full time
- Employed part time
- Own my own business
- Not employed
- Retired
- Disabled, not able to work

10. Please select the option below that most closely represents the industry where you work/worked most recently.

- | | | | | |
|-------------------------------------|--|--------------------------------------|--------------------------------------|------------------------------------|
| <input type="radio"/> Agriculture | <input type="radio"/> Education | <input type="radio"/> Hospitality | <input type="radio"/> Nonprofit | <input type="radio"/> Other: _____ |
| <input type="radio"/> Business | <input type="radio"/> Financial Services | <input type="radio"/> Legal Services | <input type="radio"/> Retail | |
| <input type="radio"/> Construction | <input type="radio"/> Government | <input type="radio"/> Media | <input type="radio"/> Transportation | |
| <input type="radio"/> Entertainment | <input type="radio"/> Healthcare | <input type="radio"/> Military | <input type="radio"/> Utilities | |

11. What is your annual household income?

- Less than \$25,000
- Between \$25,000-\$75,000
- Between \$75,000-\$125,000
- More than \$125,000

12. What is the size of your household, including you?

- 1
- 2
- 3
- 4
- 5
- More than 5

13. What is your marital status?

- Single
- In a relationship
- Married
- Widowed
- Divorced

14. Do you have dependents?

- No
- Yes- 1
- Yes- 2
- Yes- 3
- Yes- 4
- Yes- More than 4

15. Are you a registered voter?

- Yes
- No

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16. Which of these areas of the community are most important to you? Please select up to three.

- | | |
|---|--|
| <input type="radio"/> Education – Quality of Schools | <input type="radio"/> Housing – Access to quality, affordable housing |
| <input type="radio"/> Transportation – Roads, traffic, and public transportation | <input type="radio"/> Employment – Availability of jobs |
| <input type="radio"/> Healthcare – Access to quality, affordable healthcare | <input type="radio"/> Community Engagement – Having things to do in town |
| <input type="radio"/> Public Safety – Crime rates; quality of police and fire | <input type="radio"/> Conservation – Maintaining the natural environment |
| <input type="radio"/> Utilities – Quality of water, electricity, internet | <input type="radio"/> Food and Retail – Having great places to shop and eat |
| <input type="radio"/> Economy – Local cost of living | <input type="radio"/> Other: _____ |
| <input type="radio"/> Government – Having elected leaders represent my interests | _____ |

17. Please describe what you like about Lake County.

18. Please describe what Lake County needs to do better.

19. What is your greatest need right now? Please describe.

20. What can the nonprofit Hispanics of Lake County Association do to support you?

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Appendix B: Spanish Survey



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1. ¿Eres de origen hispano o latino?

- Sí No

2. En caso afirmativo, seleccione el país/territorio de origen. Seleccione todas las que correspondan.

- | | | | | |
|---------------------------------|--|-----------------------------------|-----------------------------------|------------------------------------|
| <input type="radio"/> Argentina | <input type="radio"/> Colombia | <input type="radio"/> El Salvador | <input type="radio"/> Nicaragua | <input type="radio"/> Spain |
| <input type="radio"/> Belize | <input type="radio"/> Costa Rica | <input type="radio"/> Guatemala | <input type="radio"/> Panama | <input type="radio"/> Uruguay |
| <input type="radio"/> Bolivia | <input type="radio"/> Cuba | <input type="radio"/> Haiti | <input type="radio"/> Paraguay | <input type="radio"/> Venezuela |
| <input type="radio"/> Brazil | <input type="radio"/> Dominican Republic | <input type="radio"/> Honduras | <input type="radio"/> Peru | <input type="radio"/> Other: _____ |
| <input type="radio"/> Chile | <input type="radio"/> Ecuador | <input type="radio"/> Mexico | <input type="radio"/> Puerto Rico | _____ |

Instrucciones: Responda las siguientes preguntas para ayudar a HOLCA a comprender las necesidades de nuestra comunidad hispana local. Todas las respuestas de la encuesta son anónimas.

3. ¿Qué tan fluido eres en inglés y/o español?

- Bilingüe en inglés y español
 Principalmente hablo inglés con algo de español
 Principalmente hablo español con algo de inglés.
 Solo hablo inglés
 Solo hablo español

4. ¿Cuánto tiempo ha vivido en el condado de Lake?

- Menos de 1 año
 1-5 años
 6-10 años
 11-20 años
 Más de 20 años

5. ¿En qué área del condado de Lake reside?

- | | | | |
|--------------------------------|--|---------------------------------|--|
| <input type="radio"/> Astatula | <input type="radio"/> Groveland | <input type="radio"/> Mascotte | <input type="radio"/> Tavares |
| <input type="radio"/> Clermont | <input type="radio"/> Howey in the Hills | <input type="radio"/> Minneola | <input type="radio"/> Umatilla |
| <input type="radio"/> Eustis | <input type="radio"/> Lady Lake | <input type="radio"/> Montverde | <input type="radio"/> Condado de Lake no incorporado |

6. ¿Cuál es tu edad?

- Menos de 18 años 45-54 años
 18-24 años 55-64 años
 25-34 años 65+ años
 35-44 años

7. ¿Cuál es su género?

- Masculino
 Femenino
 Otro: _____

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8. ¿Cuál es el nivel más alto de educación que completó en los EE. UU.?

- Menos del diploma de escuela secundaria
- Diploma de escuela secundaria o su equivalente
- Certificación o capacitación no universitaria
- Un poco de universidad pero sin título
- Título asociado
- Grado/licenciatura
- Maestría, doctorado, o título profesional

9. ¿Cuál de las siguientes categorías describe mejor su situación laboral?

- Empleado de tiempo completo
- Empleado medio tiempo
- Tengo mi propio negocio
- Desempleado
- Jubilado
- Discapacitado, no puedo trabajar

10. Seleccione la opción a continuación que mejor represente la industria en la que trabaja.

- Agricultura
- Educación
- Hospitalidad
- Sin ánimo de lucro
- Otro: _____
- Negocio/Administración
- Servicios financieros
- Servicios legales
- Minorista
- Construcción
- Gobierno
- Medios de comunicación
- Transporte
- Entretenimiento
- Cuidado de la salud
- Militar
- Utilidades

11. ¿Cuál es tu ingreso anual del hogar?

- Menos de \$25,000
- Entre \$25,000-\$75,000
- Entre \$75,000-\$125,000
- Más de \$125,000

12. ¿Cuál es el tamaño de su hogar, incluido usted?

- 1
- 2
- 3
- 4
- 5
- Más de 5

13. ¿Cuál es tu estado civil?

- Soltero/a
- En una relación
- Casado/a
- Viudo/a
- Divorciado/a

14. ¿Tiene dependientes?

- No
- Sí- 1
- Sí- 2
- Sí- 3
- Sí- 4
- Sí- Más de 4

15. ¿Eres votante registrado/a?

- Sí
- No

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16. ¿Cuáles de estas áreas de la comunidad son más importantes para usted? **Seleccione hasta tres.**

- | | |
|--|--|
| <input type="radio"/> Educación- Calidad de las escuelas | <input type="radio"/> Vivienda- Acceso a vivienda asequible y de calidad |
| <input type="radio"/> Transporte- Carreteras, tráfico y transporte público | <input type="radio"/> Empleo- Disponibilidad de puestos de trabajo |
| <input type="radio"/> Atención médica: Acceso a atención médica asequible | <input type="radio"/> Participación comunitaria: Tener cosas que hacer en la ciudad |
| <input type="radio"/> Seguridad Pública- calidad de policía y bomberos | <input type="radio"/> Conservación- Mantener el entorno natural. |
| <input type="radio"/> Utilidades- Calidad de agua, electricidad, internet | <input type="radio"/> Venta al por menor: Tener excelentes lugares para comprar |
| <input type="radio"/> Economía- Costo de vida local | <input type="radio"/> Otro: _____ |
| <input type="radio"/> Gobierno- Haber elegido líderes que representen mis intereses | _____ |

17. Describa lo que le gusta del condado de Lake.

18. Describa lo que el condado de Lake necesita mejorar.

19. ¿Cuál es tu mayor necesidad en este momento? Por favor describa.

20. ¿Qué puede hacer la Asociación de Hispanos del Condado de Lake para apoyarlo/a?

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Appendix C: Countries of Origin

Country Name	Primary Country	Secondary Country	Tertiary Country
Argentina	1		
Colombia	9		
Costa Rica	1		
Cuba	9	5	1
Dominican Republic	6		
Ecuador	2		
El Salvador	5		
Guatemala	4	1	
Honduras	5		
Mexico	55	1	
Nicaragua	3		
Panama	1		
Peru	2		
Puerto Rico	52		
St Croix Us Virgin Islands	1		
United States	2		
Venezuela	21		
Grand Total	179	7	1

Appendix D: Write-In Responses

Lake County Positives (English):

Open spaces, the community feeling
It feels rural but is near all the best Florida has to offer.
Library system
The library
Nice, safe pretty lakes
Geography
Quiet areas
The access to parks, shops, restaurants all a short drive away.
Everything is accessible with a short drive. It's very community oriented.
Growth and development of area
Quality of life
The lakes, how clean is everything
I like that Lake County feels small. At least in my area. It has enough amenities that there are varied places to eat and shop, but it's not too big.
The lakes and farms, small town charm
Natural Beauty and Charm
its natural beauty and its lakes and parks
Affordability, Good schools in South Lake area and proximity to main Orlando areas.
It's beautiful
Beautiful place to live
The People.... Our community
Love access to Orlando and the beaches
I love being able to drive a couple of miles off the main road and find horses, cows and goats while still having the comforts of quality shopping.
Small towns
The hills in clermont. My house sit on the top of a hill. The view is awesome
Rural

That it's calm
The small town
Big city amenities with a small town feel
It used to be quite and country now to much traffic in area
I like that we still have natural sights and low city crime rate
I like the hometown feel of the county
Small town feel
It's home.
The local businesses
Not much anymore. To many people moving in without Schools, roads, Grocery stores
It's a peaceful county
Beautiful
Its cities still have that small town feel even though it's constantly growing.
Peace.
All the events and inclusivity.
Mount Dora and lots of festivals.
Access to the lakes, downtown areas, festivals, small business and unique restaurants.
The opportunity for growth.
The people
Hills, nature, diversity.
Location
It was the smaller population and affordable housing that brought me here but that's gone now.
Cost of living. Low crime, great schools. Great outdoors.
Small town atmosphere
Access to amenities, while still maintaining a rural lifestyle
Weather
Tranquility and low traffic

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The LEO's and different diverse communities I work with
It's peacefully county to live in
Friendly people and peaceful
Community, Diversity, & Opportunity
I like the peaceful place where we live.
Outdoor living.
Rural environment.
Close but not in the City.
Boating, conservative values, small town living with big city fun.
It's away from all of the tourist congestion.
Slower paced than the city areas.
The growing diversity in the county

Cost of living. Natural beach.
Location to interstate.
I enjoy the family environment and how it's a great place to raise children.
It's peaceful
The views and lakes
Nothing
Safe place
Water activities, market, all the festivals and craft shows etc.
Low population
Plenty nature resources (lakes, forest)
Everything
City festivals

Lake County Positives (Spanish):

La tranquilidad.
Mucha seguridad, gente amistosas y repetuosa.
Transporte publico
Tranquilo seguro
La naturaleza
Seguro, tranquilo y buen lugar para tener ninos.
El paisaje
La tranquilidad
La organizacion,seguridad y su planificacion
Todo
Tranquilo
Es tranquilo y brinda buenas oportunidades laborales
La seguridad, educacion
Su seguridad y tranquilidad
La tranquilidad !
El urbanismo
Es tranquilo
Es tranquilo
Todo
Muy tranquilo
El ambiente de pueblo pequeno con las cualidades y opciones de una ciudad.
Todo

La tranquilidad
La tranquilidad
Es tranquilo
La tranquilidad de la ciudad
Limpio
La tranquilidad, la organizacion, tiene todo lo que necesito para vivir aqui
Es un condado que hasta ahora hay seguridad, es tranquilo muchas personas amables.
Los paisajes.
Que es un lugar tranquilo
Eventos para la comunidad
La baja criminalidad y muy tranquilo.
Un condado tranquilo
La seguridad
La naturaleza
Es un lugar de conservacion
La ubicacion
Me gustaba la naturaleza que tenia el condado de Lake.
Es muy tranquilo y organizado
El ambiente!
Es calmado
Calles, parques, negocios

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La limpieza
Comunidad
La gente
Todo me gusta
Mas seguro
La comunidad
Es muy tranquilo
Tranquilidad y seguridad
Que es tranquilo o que era tranquilo
Todi
Es un condado muy tranquilo
Me fasina la traquilidad, los conservaciones, el ambiente, la naturaleza, los eventos locales, el feel de small town
La tranquilidad
Los lagos
Tranquilidad
Es muy centrico a todo ,y la calidad de vida es buena

Un condado muy tranquilo
tiene mucho lagos
Clermont/ las mantanas, el campo. La paz la tranquilidad.
Accesibilidad a negocios e industrias de Orlando cuando es necesario, tranquilidad de no tener todo ese comercio alrededor cuando no.
La tranquilidad y poco trafico. Asta hace un par de anos
Pues que siempre aqua- vivido y es mi condado
Natural y Lagos
La limpiesa de sus calles
La diversidad geografica
Todo
Tranquilo
El Progreso
La tranquilidad
Tranquilo
Torieno, escolar, recusion seguridad
Tranquilo
Tranquilo

Lake County Negatives (English):

Roads/ State Road 50 widening
Make sure infrastructure keeps pace with growth, and balance that growth against preserving the rural aspect.
Traffic flow
Affordable housing and turning lanes
Infrastructure
Diversity awareness in pubic services (police, government agencies, firefighters, etc)
address health equity
Acknowledge the hispanic community. Improve the quality of education.
Infrastructure for growth. It is growing rapidly and the roads and schools can't catch up.
Diversity acceptance and awareness

Understand other cultures & allow the other cultures to blend in.
Activities for the family, recreation places
Lake County has a small mindset. The same names doing the same things voting for the good old boys and their agendas. In many places, you're still either white, black or Mexican, "but at least them Mexicans are hard workers," so it's not as welcoming as it could be.
Provide more transportation options and more shops in smaller towns
Community outreach/Availability of services for our Hispanic Communities/Local Markets for our Hispanics to be able to sell and distribute goods to earn a liveable wage/Information

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sessions on starting a legal business for everyone who is interested.

better and accessible infrastructure, more retail stores in remote areas.

"Lake County School District does not provide the necessary tools and services to the growing Hispanic community in Lake County.

Services to students that are English Language Learners are scarce and the district does not have a dedicated program for the Non-Native English speakers (Hispanic and not Hispanic) and community. Hispanics are the second largest group in our schools and they are ignored.

The district only has a Federal Programs department in general. The way Title III funds are distributed in the district is a joke. There is nothing innovative.

I tried to reach out to the English Language Learners Parent Leadership Council and there is no council guess they have the info in the website just to be in compliance with the Federal Law.

I tried to reach out as part of a research for my graduate studies and they have no data on Graduation Rates, Improvement, Language Acquisition or in how monolingual instruction has been beneficial to Hispanic students in Lake County.

The district also continues to label English Language Learners as ESE, as if being bilingual is a disability.

We need Hispanic Leaders advocating for our children at school board meetings.

The Hispanic Heritage month began almost two weeks ago, and until today they have not posted anything in their social platforms or webpage celebrating our Heritage.

Have better infrastructure for seniors

Keep moving with technology and environment
Listen to the Community need

have activities and resources easily available for families or those new to the area

Congestion is pretty bad. Housing costs are ridiculous. Income does not match costs.

Stop building suburbs

Install more street lights and stop building more apartments/houses. Traffic has gotten worse, and will continue getting worse.

Leave as it is. Too many housing buildings killing our animals and nature.

Maintain rural communities

Road infrastructure

Transportation- traffic

Traffic

We need better Roads and schooling

More affordable shopping and parks

I feel like there should be more affordable facilities and sports for children to be able to go to after school.

More services for low income families and improved roads or construct more highways, freeways; but NO TOLL WAYS!!!

Stop building so much houses without building more schools and fixing roads.

Affordable housing

Provide more Schools, Roads, Grocery stores

Better Roads, better healthcare volunteers for the Immigrant community who can't afford, Better gyms to stay healthy for those who want to workout.

Roads traffic surveillance...

Less close minded people stuck in their voting party mentality

Expand more retail towards Groveland and Mascotte as well as more Latino involvements and events.

Help those in need and lower production food cost.

Affordable housing for seniors.

Add more hispanic restaurants and events.

Acknowledgement of all cultures and economic status. Equality.

Elect representatives that represent them

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Urban planning. Slow down house building process.
More Hispanic representation in the government
Stop building, have more shopping and definitely more Hispanic festivals that don't represent Mexico only.
Better growth management
More festivals showcasing Hispanic gastronomy
Infrastructure
Busses
More businesses
Stop developing
Get better road getter health care better gyms
More of a community type of county
Social activities like this one.
More entertainment, restaurants, shopping centers, and gas stations.
Infrastructure
Public activities.
Business opportunities for hispanics.
A better recycling program. Not overcrowding the schools.

Lack of reliable transportation; lack of diverse businesses such as restaurants
Diversity, equity
Traffic control.
More community engagement activities, be more inclusive when it comes to the minority community.
Make things affordable due to low wages & high prices are
A train systwm would be nice
More traffic lights
Roads
Roads, too many dealers
Minimum usage, more activities for the elderly population.
Mass transportation
Roads/traffic signs/road lights/schools infrastructure/public services
Schools, roads, population control
Traffic
City
Community parks in the south end (Groveland, Mascotte)

Lake County Negatives (Spanish):

Transporte publico.
Mas eventos latinos. Mas ayuda para latinos.
Buscando renta mas economica
Carreteras
Educacion accaso a mejores clinicas de salud.
Apoyo a prestamos para abrir un negocio.
Mejores lugares familiares noturnos.
Mayor representacion hispana/latina.
Mas oportunidades de trabajo
Viviendas accepcibles ya que los costo de las rentas estan elevada
Economia , aumenta de sueldos
Oportunidades para la minoria

Mejor oferta de sueldo en el trabajo y mas demanda de empleo
Nada
Comercio
Personas que hablen espanol en diversos lugares
Tener mas negocios hispanos,asi no tenemos q ir hasta Osceola county
Mantener a nuestros ninos en mente, crear mas facilidades para el disfrute en familia.
No se
Calidad de agua
La senal telefonica y carreteras
El transporte escolar es muy inseguro

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Criminalidad, ayudar mas a las personas bajos ingresos incluyendo homeless
Diversion, lugares para vivir arrendado
Recien me mude a una localidad donde hay 1000 casa en Construction, y no tenemos contamos comercialmente establecimientos necesario cercanos para la comunidad hay que conducir al rededor de. 25 a 20 minutos al establecimiento lo más cercano.
Disponibilidad de empleos y vivienda.
Las lices para trafico
Un poco mas de cosas que hacer, tal vez mas restaurantes o cosas de entretenimiento
Trafico
Ser un poco mas abiertos para los permisos de negocio, es tan dificil abrir un pequeno negocio y caro.
Las carreteras
Las escuelas
Mejorar las carreteras y pausar los permisos a compani-as constructoras de viviendas en colonias masivas!
Cosas para que hacen los ninos
Controlar la expansion de desarrollo urbano y mantener las areas agricolas.
Escuelas de buen nivel
Necesita mejorar la reservacion de nuestra naturaleza y reducir la Construction de casas nuevas especialmente cuando no hay carreteras equipados para el aumento de trafico.
Áreas de esparcimiento
La afluencia de trafico a toda hora ya es terrible!
Trasporte publico
Las aceras de Groveland
Systems escolar
Necesitamos casas de bueno presio
No se

Sus calles, sus agentes oficiales
Roads, too many dealers
El trafico
Medios de transportes
En tener algo para los adolescentes hispanos para ayudarles a no caer en la vida de la adiccion
Nada
Mas diversidad, mas restaurantes, mas eventos como este, recursos para hispanos y minorias, mas contros receativos.
Mas eventos que una la comunidad Hispana. Apariencia y limpieza. Crimen y violencia.
Mas lugares para llevar a los ninos
Que los gobernante esten mas pendientes de las comunidad
Un buen mall para entrenamiento viviendas
El Trafico y una comunidad latina mas unida.
Mas escuelas y Construction de mas carreteras Carreteras porque esta construyendo y sin carreteras mucho trafico
Escuelas
Mas carreteras y escuelas se estáj sobre poblando y hay mucho trafico
El crecimiento de casas nuevas y infraestructura para soportar el crecimiento.
Sistema vial
Mas rutas alternas debido al alto trafico
Ampliar mas el 50 hay demasiado trafico
Community parks in the south end (Groveland, Mascotte)
Abrir nuevas vaas y darle mantenimiento a las existentes
Obras Publicas
Menos Trafico
Tranquilidad y lo acogedor que es
Mejor el acono a estudios a residents

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Current Needs (English):

Understanding of a wider range of cultures and languages, so there's no barriers to our communities working together.
Public transportation
No needs
A job that pays living wages
Better roadways
services for special needs young adults
Jobs in the are for professionals.
Affordable housing for family.
Affordable healthcare
The biggest need I see is for education. As a business owner, I would like to see more ethical and thriving business associations, but education is a need. We need more diversity, more inclusion and more support for the kids.
More transportation options
Affordable Health Care
better and accessible infrastructure, more retail stores in remote areas.
Advocacy for Hispanic Students needs at Lake County Schools
Affordable health and dental care
N/A
Medical insurance
learning about the community resources to build a sense of belonging to the area and the Latinx community.
Increase in teaching wages because the property taxes and cost of living has increased radically in the last 10 years.
More pay to live comfortable.
Time
More activities for kids
Affordable way of living
Shopping stores and grocery store in our area
Affordable childcare
Affordable housing
Affordable housing.
A home
Affordable Health care

Grocery & a better lifestyle
Community events
Finding a job where I can balance looking after my kids and still make enough to help provide for my household
Financial- dental accessibility affordable lower medical assistance insurance)
Fencing help from County.
Lower my rent!
Puerto Rican restaurants and events.
Debt reduction from Student Loans
Affordable housing
Increase my hispanic clientele.
Health options for elderly
More activities.
Middle income opportunities
Spanish/ culture learning opportunities for kids
Improve planning by governments
Organic food
Access to larger companies that pay a living wage.
Affordable housing
Better drivers
Groceries gas price To go down the interest rates to go down also
Get meals on wheel for my father
Networking
My daughter has everything she needs to be successful.
Gas station, school development.
Roads
Workers
Meeting other hispanic business leaders
Higher paying jobs would be nice.
Programs/events promoting culture
More Hispanic restaurants and opportunities to bring the community together.
Money for necessities
None
Work
Lower rental rates

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More places to eat
Affordable housing
Better laws to limit law enforcement officers
use of force/better training

No more apartment constructions
Electricity benefits (money)

Current Needs (Spanish):

Carreteras
Poder tener mi propio nursery.
Lugares de cuidado de niños económicamente
accesibles.
Encontrar una vivienda o apartamento
aceptable ya que me gustaría quedarme en el
condado por lo bonito que es
Todo
La participación de nuestra comunidad hispana
en los asuntos de nuestro condado Lake.
Aprender inglés
Empleo
Trabajo con mayor ingreso, para cubrir los gastos
monetariamente.
Adquisición de vivienda propia
El idioma
Buen empleo
Un plan médico
Cuidado de niños.
Ayuda para los Bills
Trabajar
Trabajo estable
Un trabajo de medio tiempo ya que tengo hijos
pequeños
Asistencia con facturas atrasadas
Aprender inglés
Poder tener una estabilidad laboral, me gustaría
darme a conocer en mi pequeño negocio.
Poder trabajar con tranquilidad
No lo sé
Menos tráfico
Ayuda monetaria pues hay muy pocas ayudas
para los enfermos deshabilitados.
Ser legal en este país

Viviendas
Encontrar apoyo para personas que necesitan
comunicarse con personas que solo hablan
inglés.
Ganar mejor por los trabajos dispuestos
Infraestructura.
En este momento no tengo una mayor necesidad
pero sí tengo un deseo de comprar una casa en
el momento adecuado.
Salud
Poder conseguir a una persona que me de clases
de guiar en español
Lower rental rates
Trabajos mejores
Más trabajo
Nada
Trabajo
Aprender inglés
No tengo claro una necesidad
Nada
Más comunidad (sentido)
Buscando trabajo
Reducir los gastos de seguro de auto y casa.
Reducir el costo de los alimentos y utilidades.
Buscar trabajo
Tener una casa propia
Tener un hijo
comida, y reparación en hogar
Asistencia en emprender un negocio
Un carril dedicado (Only) para doblar a la
derecha (Este) hacia SR50 para los viajeros que
van en dirección norte en Hancock Rd Quien
diseña esa intersección, no considero que Clermont
es un bedroom community de Orlando por

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ende la gran mayoría de las personas q llegan a esa interseccion es pq van rumbo a Orlando.

Mas escuelas

La violencia en la ciudad las drogas

Escuelas

Mas eventos para hispanos.

Oportunidades

Vias alternativas.

Rutas alternas por el trafico

Poner agua y drenaje en las orrillas Mascotte empire church , Ag rd

La salud la tranquilidad y la seguridad

Acceso a servicios medicos , que no sean tan costosos

Hacer mas dinero

Trabajo

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