



# Investing in Inclusion: LGBTQ

FedEx supports organizations that promote inclusion, celebrate culture, and provide advancement for individuals of all backgrounds. Our focus on LGBTQ initiatives embraces our commitment to create a culture built on dignity and respect for everyone. Through supportive programming and education, FedEx is providing safe places and resources for individuals of the LGBTQ community to ensure everyone is treated equally regardless of differences in identity, orientation, or expression. Some of our initiatives include:



## The Matthew Shepard Foundation

The Matthew Shepard Foundation aims to replace hate with understanding, compassion, and acceptance through outreach, advocacy, and resource programs. FedEx has supported nine of the foundation's "Erase Hate" Regional Hate Crime Summits, which provide meaningful dialog and instruction among law enforcement, media, government officials, the LGBTQ community, and the general public, with a goal of improving bias-motivated crime reporting and prevention.

### 2018 Matthew Shepard Foundation Erase Hate Summits



9  
Number of Erase Hate Summits in 2018



103

Number of participants from different law enforcement agencies, field offices, and federal districts who attended trainings or seminars



475

Number of participants engaged



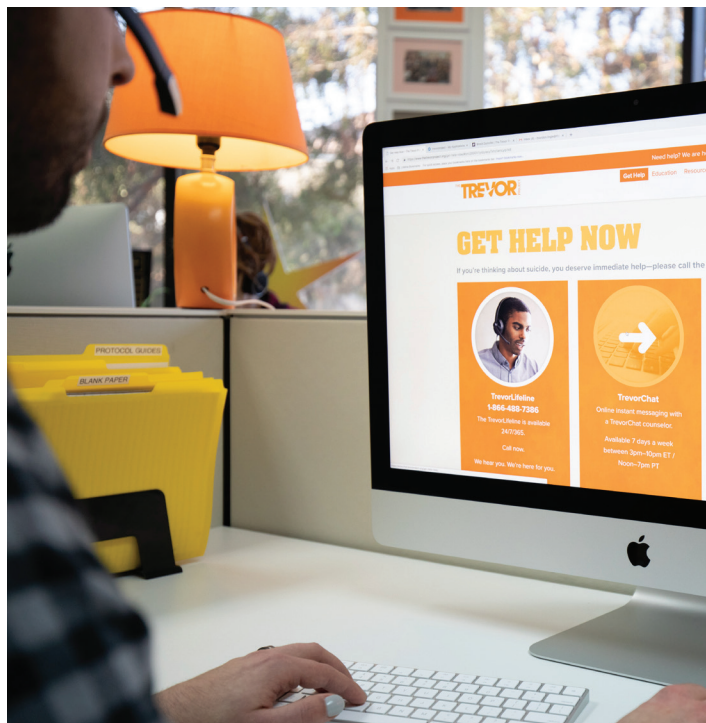
## Point Foundation

FedEx supports a four-year, named scholarship at the Point Foundation, the nation's largest scholarship-granting organization for LGBTQ scholars of merit. The foundation provides support beyond financial assistance. Each scholar is paired with a mentor who provides guidance on academic and career decisions. Scholars attend a biennial leadership conference with training and networking opportunities, and all scholars are required to design and complete an annual community service project that positively impacts the world around them.



## The Trevor Project

The Trevor Project provides crisis intervention and suicide prevention for LGBTQ youth. FedEx is helping The Trevor Project transition from part-time to round-the-clock text message-based counseling for young people in crisis. By 2020, FedEx support will help double the organization's text-based capacity and serve 120,000 young people per year. FedEx is also supporting The Trevor Project to build an online educational platform geared toward suicide prevention among young people who identify as LGBTQ. By placing these resources online, the goal is to significantly increase their reach and save more young lives.



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## **AIDS/LifeCycle®**

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### **AIDS/LifeCycle**

FedEx Cares and our team members in California support AIDS/LifeCycle, a seven-day bike ride from San Francisco to Los Angeles to raise money for and awareness of HIV/AIDS. FedEx raises money for the Los Angeles Gay and Lesbian Community Services Center and the San Francisco AIDS Foundation, and as many as 100 team members have volunteered at the event.



### **National Gay and Lesbian Chamber of Commerce NGLCC**

FedEx is a member of the NGLCC, which supports and advocates for diversity and inclusion for LGBT-owned businesses.



### **OUTMemphis**

National studies show that LGBT youth are 120 percent more likely to experience homelessness than their heterosexual peers.\* FedEx supports the Metamorphosis Project, an OUTMemphis Youth Emergency Services program that provides Memphis' only LGBTQ youth-specific shelter, as well as emergency services such as food, clothing, hygiene supplies, transportation, and housing assistance.

*\*Newsweek Magazine, November 2017*



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