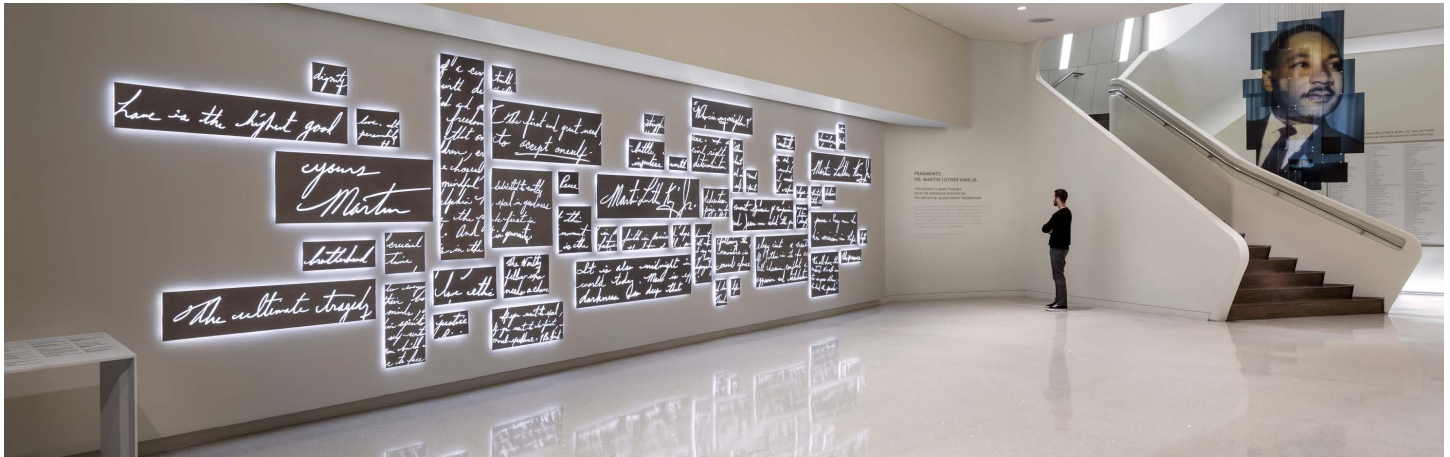




Investing in inclusion: African Americans

We support organizations that teach acceptance, and provide advancement for underrepresented populations. In our communities and in our business, we believe that we're stronger when everyone has equal access to opportunity. Through our non-profit collaborations, we support mentorship opportunities, professional development, and access to resources that help build strong connections vital to overcoming challenges and achieving success.



“Voice to the Voiceless” Gallery at the National Center for Civil and Human Rights

We became a supporter of the National Center for Civil and Human Rights in 2018 with the first “Free Admission Day” commemorating MLK50. Since then, we have expanded our support as the inaugural sponsor of the “Voice to the Voiceless” gallery, which features a rotating selection of more than 13,000 manuscripts, artifacts, and personal items from the Morehouse College Martin Luther King Jr. Collection.



National Association for the Advancement of Colored People (NAACP)

With the goal of ensuring equality for all, the NAACP has played a critical role in protecting and celebrating the culture and history of African Americans. We support the national organization and local chapters of the NAACP through several initiatives including the NAACP National Conventions, summer internship program, chapter events, and the NAACP Image Awards.



National CARES Mentoring Movement

The National CARES Mentoring Movement is dedicated to alleviating inter-generational poverty among African Americans by increasing the number of black adult mentors throughout the nation. Providing social, emotional, and academic support, local CARES affiliates in 58 U.S. cities and 23 states have recruited and placed 140,000+ mentors, supporting more than 200,000 children in need. The African American Employee Network at FedEx Express participates with the Memphis affiliate of the organization.



National Urban League (NUL)

NUL works to provide economic empowerment, educational opportunities, and the guarantee of civil rights for the underserved in America. Our support enables young people to access educational opportunities and provides tailored job training, wrap-around services, and connections to employers for a diverse group of individuals with complex barriers to employment.



Executive Leadership Council (ELC)

We support the management training initiative of the ELC, one of the nation's leading member organizations working to increase the number of successful black executives in C-Suites, on corporate boards, and with global enterprises. We're proud to have three executives as ELC members:

- **Gina Adams;** *Corporate Vice President of Government Affairs, FedEx Corporation*
- **Shannon A. Brown;** *Senior Vice President, Eastern Division U.S. Operations & Chief Diversity Officer, FedEx Express*
- **Jeffery Greer;** *Senior Vice President of Human Resources, FedEx Freight*

Learn more about how we're creating opportunities and delivering impact for people around the world at [fedexcares.com](https://www.fedexcares.com).



The National Civil Rights Museum (NCRM)

We're a long-time supporter of NCRM and provides vital support to the museum's exhibits and educational programming chronicling key episodes of the American Civil Rights movement. Since 1991, we've sponsored the annual Freedom Awards and has helped honor the impressive leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, Congressman John Lewis, President Bill Clinton, the Dalai Lama, Sidney Poitier, Al Gore, Harry Belafonte, Ava DuVernay and many others.



National Black MBA Association (NBMBAA)

NBMBAA provides companies like FedEx with access to top talent in the business community. Nationally, we support the NBMBAA annual conference, a week of career opportunities and networking. FedEx also supports the NBMBAA Leaders of Tomorrow program, which mentors talented youth aspiring to leadership roles in professional fields. On the chapter level, our team members dedicate their time, talent, and resources to support locally aligned NBMBAA initiatives in Memphis.



My Brother's Keeper Alliance (MBK Alliance)

MBK Alliance, an initiative of the Obama Foundation, is a national call to action to build safe and supportive communities where young people feel valued and have clear pathways to opportunity. We support the MBK Alliance's efforts to use the power of communities working together to improve life outcomes for boys and young men of color.



Inner City Capital Connections (ICCC)

ICCC positions urban businesses for long-term success. The 40-hour program offers an interactive curriculum, intensive coaching sessions, and a conference that helps small-business CEOs build capacity for sustainable growth and best practices. We've sponsored the Memphis ICCC program since 2017.



The Links, Incorporated

The Links, Incorporated is an international nonprofit organization and one of the nation's oldest volunteer service groups for professional women of color. We support The Links, Inc. National Assembly and regional Leadership Summits, which provide professional development opportunities to build leadership skills and drive transformative engagement in communities among women.



HBCU Support

In 2021 we announced a \$5 million dollar grant to support historically black colleges and universities (HBCUs).

Tennessee State University, Jackson State University, Mississippi Valley State University and LeMoyn-Owen College are receiving \$1 million each. The initiative is a collaborative effort among FedEx and each institution designed to help prepare students for the workforce beyond formal education. A portion of the money is helping students, faculty and staff who have been economically impacted by the COVID-19 pandemic.

Additional grants fund Tougaloo College, Lane College, Miles College, Paul Quinn College, and Fayetteville State University.

This new initiative continues a longstanding commitment to support HBCUs.

Other investments include an on-campus FedEx Logistics satellite office offering part-time employment opportunities at Mississippi Valley State, and endowed scholarships at LeMoyn-Owen, Tennessee State and Jackson State.

We also conduct leadership summits in support of the Southern Heritage Classic for students at Tennessee State and Jackson State.

Additionally, we've begun a longtime supporter of the United Negro College Fund (UNCF) and the Thurgood Marshall College Fund.

WE ALSO SUPPORT:

