



# Investing in inclusion: LGBTQ

We support organizations that 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, we're 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. We've supported many of the foundation's Hate Crime Prevention training sessions 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.

Through the "Creating Safer Communities" Hate Crimes Prevention Training, MSF has trained 1,160 law enforcement officers and 121 prosecutors since May 2017.



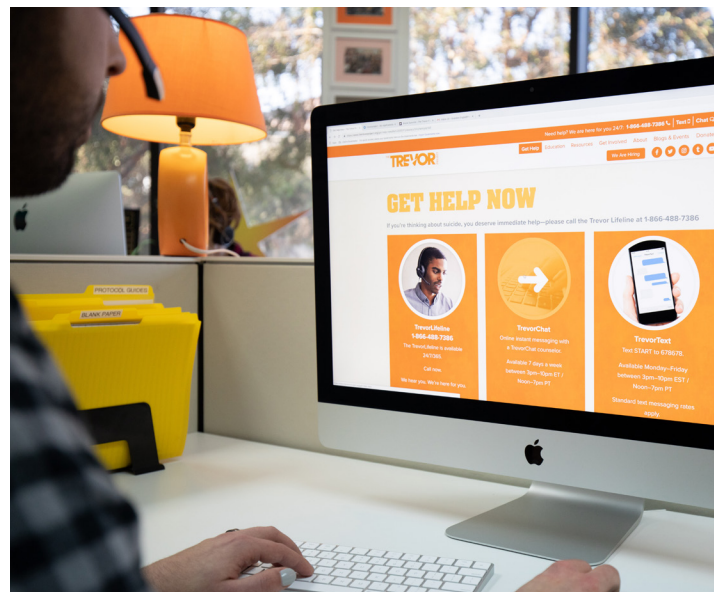
## Point Foundation

We support 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. We're helping The Trevor Project expand their life-saving digital crisis services, TrevorChat and TrevorText. By the end of 2021, Trevor will provide free and confidential crisis counseling to 125,000 lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) youth via chat and text. Our support also helps The Trevor Project build the infrastructure to ensure that every LGBTQ young person has access to support, wherever and whenever they need it, on the platforms that are most comfortable for them. During the COVID-19 pandemic, when many young people are quarantined in homes where they are not out or their identities are not supported, these digital crisis services are more important than ever to make sure youth have a confidential and secure way to access the support they need.





### 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. We raised 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.



### OUTMemphis

LGBTQ+ youth make up a significant percentage of youth experiencing homelessness and have limited access to resources in our region. That's why we support the Metamorphosis Project, which provides housing and comprehensive support for LGBTQ+ youth in the Mid-South and beyond.



### National Gay and Lesbian Chamber of Commerce NGLCC

We're a member of the NGLCC, which supports and advocates for diversity and inclusion for LGBT-owned businesses.

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