



## Investing in Inclusion: Asian American and Pacific Islanders

Asian Americans are the fastest growing racial or ethnic group in the U.S. and also have the largest income gap – between the top 10% and bottom 10% – of any other group. FedEx supports organizations dedicated to the personal and professional development of Asian Americans and Pacific Islanders (API), and strives as a company to create a sense of belonging for API communities.



### Asian Americans Advancing Justice

AAJC works to advance the civil and human rights for Asian Americans and to build and promote a fair and equitable society for all. FedEx supports AAJC on three important initiatives: Youth Leadership Summit, Community Partners Network, and American Courage Awards.

- The Youth Leadership Summit convenes prominent college students for a multi-day leadership development program that focuses on advocacy, communications, and civic engagement around policy issues impacting communities from college campuses to Capitol Hill.
- The Community Partners Network includes a group of 250+ of organizations, institutions, and community leaders working together to work on issues that impact the Asian American community, including immigration, voting rights, anti-Asian hate and policies that advance the civil and human rights of all communities.
- The American Courage Awards is an annual event hosted by AAJC, honoring individuals, groups, and corporations in recognition of their extraordinary courage or commitment to the cause of Asian American and Pacific Islander (API) civil rights.



### Leadership Education for Asian Pacifics

Leadership Education for Asian Pacifics (LEAP) works to achieve full participation and equality for Asian and Pacific Islanders (API) through leadership, empowerment and policy. FedEx supports LEAP Pathways, a professional leadership development program that helps companies invest in the success of their Asian and Pacific Islander talent. Through a mix of experiential learning, individualized professional coaching, and discussions with peers and experienced leaders, participants build self awareness, practice leadership skills and build valuable connections. LEAP is an important part of our company's effort to uplift the API community and build a more diverse workforce at every level.



### APIA Scholars

APIA Scholars aims to help all APIA students access higher education and resources that cultivate their academic, personal, and professional success. The organization has distributed \$150 million in scholarships to 7,000 students, the majority of whom are first generation college students living at or below the poverty level. FedEx supports four-year scholarship awards to eight students per year, as well as funding for the Peer and Professional Mentorship program, and Career Development program. Financial awards combined with mentoring and personalized support to find internship and full-time positions help students stay in school and kick-start their careers.



### Asian American Education Project (AAEP)

The history of Asian Americans in the United States is an integral part of American history, but often not taught in our K-12 classrooms. The Asian American Education Project (AAEP) aims to change this by bringing an accessible curriculum developed in partnership with UCLA Asian American Studies Center, Stanford University, and PBS Learning Media, to K-12 teachers across the U.S. FedEx supports AAEP to train at least 1,000 teachers per year on the curriculum, which not only increases knowledge, but includes lessons and activities that support greater understanding and appreciation of Asian American culture and people.