



# Investing in inclusion: African Americans

We have a long-standing history of supporting diverse and inclusive organizations to help make the communities we serve more equitable. 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.



National Center for Civil and Human Rights (Atlanta, GA)



## National Center for Civil and Human Rights “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 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.



## National Cares Mentoring Movement

The National Cares Mentoring Movement is dedicated to alleviating intergenerational 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 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.

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



National Civil Rights Museum (Memphis, TN)



### The National Civil Rights Museum

We're a long-time supporter of NCRM and provide 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 Award and have 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.



### Inner City Capital Connections (ICCC)

ICCC is a 40-hour executive education program designed to provide small business owners with capacity-building education, one-on-one coaching, and access to capital. This "mini-MBA" program positions entrepreneurs in under-resourced communities for long-term success to grow their revenues and create good-paying jobs. We've sponsored the ICCC Memphis cohort since 2017.



*The Power of Inclusive Leadership*

### 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



### The Obama Foundation

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. We also support the Girls Opportunity Alliance, another program of the Obama Foundation, which seeks to empower adolescent girls around the world through education, allowing them to achieve their full potential and transform their families, communities, and countries.



### UNCF

UNCF is an American philanthropic organization that funds scholarships for Black students and general scholarship funds for 37 private historically Black colleges and universities. FedEx has supported UNCF for many years and support includes the UNCF/FedEx Scholarship Program, UNCF Empower Me Tour (EMT) and the UNCF National Alumni Conference (NAC).



### Thurgood Marshall College Fund

FedEx has been a longtime supporter of the Thurgood Marshall College Fund (TMCf). Established in 1987, TMCf is the nation's largest organization exclusively representing the Black College Community. TMCf member-schools include the publicly-supported Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs). TMCf has a two-pronged relationship with FedEx, including:

- Participation in the annual TMCf Leadership Institute and Recruitment Fair – the centerpiece of TMCf's Leadership Development and Career Preparation initiatives.
- Support of continued college education of TMCf member-school students majoring in business fields of interest to FedEx.



### HBCU Support

To help break down barriers to career opportunity for Black students, FedEx launched a multi-year, \$5 million pledge with Historically Black Colleges and Universities (HBCUs) in 2021. Our unwavering commitment to HBCUs began more than 20 years ago, and today our work focuses on: raising awareness about the academic and career promise of HBCUs; providing educational experiences that lead to career preparedness; and connecting students to internships, mentorships, and career opportunities at FedEx and beyond.

Our recent work has included hosting a Conversation with HBCU Presidents to discuss pressing issues facing HBCUs and Black students; convening a Listen and Learn Roundtable with NASCAR drivers Denny Hamlin and Bubba Wallace to discuss diversity, equity and inclusion in America through the lens of sport; launching the Student Ambassador Program where HBCU students gain exposure to FedEx leadership, team members, and unique learning experiences; and launching the FedEx Career Insights Program where HBCU students who have a passion for sports make professional connections. FedEx operating companies including FedEx Ground and FedEx Freight are also providing HBCU students with leadership development experience, part time work with pay and full-time benefits, and potential career opportunities in competitive fields.

### WE ALSO SUPPORT:

