



Investing in inclusion: LGBTQ+

Just as we pride ourselves on being a diverse and inclusive business, we support organizations that accelerate acceptance in our communities. We donate both money and time to nonprofits creating safe spaces, providing academic and career opportunity, and equipping allies in support of the LGBTQ+ community. We envision a culture where everyone is treated with dignity and respect, and can be their true authentic selves at home, at work, and in the community.



Judy Shepard, Matthew Shepard's mother and founder of the Foundation, speaking on Erasing Hate.



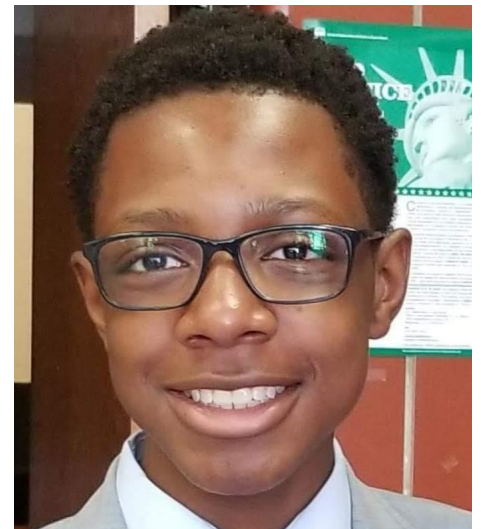
The Matthew Shepard Foundation

The Matthew Shepard Foundation amplifies the legacy of Matt to inspire individuals, organizations, and communities to embrace the dignity and equality of all people. With a diverse approach to Erasing Hate through local, regional, and national outreach, the Foundation supports the teaching and use of artistic and literary works inspired by Matt, strives to prevent similar tragedies by providing a victim's perspective in the local and national training of peace officers and prosecutors, and provides an online community for LGBTQ+ and allied youth.



Point Foundation

Point Foundation's mission is to "empower promising lesbian, gay, bisexual, transgender, and queer (LGBTQ+) students to achieve their full academic and leadership potential — despite the obstacles often put before them — to make a significant impact on society." Over the past two decades, Point has invested \$50 million in supporting more than 1,000 students with four-year, graduate and community college scholarships and leadership development. FedEx supports two named, four-year scholarship, and in the current academic year, Point is supporting 552 students through four scholarship programs.



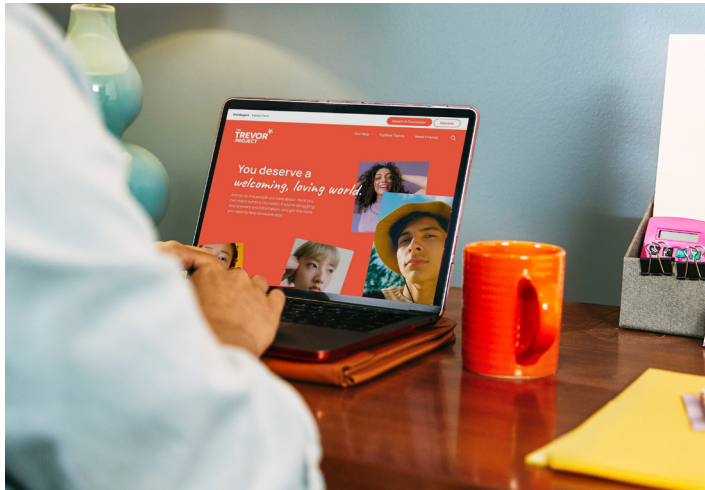
Nik Oke is one of two FedEx Point Scholars and attends Cornell University.

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



The Trevor Project

The Trevor Project is the leading suicide prevention and crisis intervention organization for LGBTQ+ young people. The organization works to save young LGBTQ+ lives through free, secure, and confidential crisis programs via 24/7 phone lifeline, chat, and text. FedEx support helps The Trevor Project directly serve over 200,000 crisis contacts (calls/chats/texts) from LGBTQ+ youth. In the coming years, The Trevor Project's continued growth will allow them to help the more than 1.8 million LGBTQ+ young people who seriously consider suicide each year in the U.S.



The Trevor Project provides 24/7 phone, chat and text access to crisis services.



SF TO LA • END AIDS • 545 MILES

AIDS/LifeCycle

FedEx and our team members in California and across the country participate in AIDS/LifeCycle, a seven-day bike ride from San Francisco to Los Angeles to raise money for and awareness of HIV/AIDS. We ride to support the Los Angeles LGBT Center and the San Francisco AIDS Foundation, and as many as 100 team members have volunteered at the event. Additionally, FedEx Office, Freight, and Express all provide vital support to the overall production of the event.



FedEx has supported AIDS LifeCycle since 2005.



OUTMemphis

LGBTQ+ youth make up a significant percentage of youth experiencing homelessness, and often have limited access to resources. That's why FedEx supports 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 LGBTQ+-owned businesses.