



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.

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. It also 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.



Judy and Dennis Shepard, Matthew Shepard's parents and founders of the Foundation, speaking at FedEx in June of 2023.



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Point Foundation

For more than 20 years, Point Foundation has been empowering promising LGBTQ students to achieve their full academic and leadership potential – despite the obstacles often put before them – so they can significantly impact society. Point is the nation's largest scholarship-granting organization for LGBTQ students, providing vital scholarship funding, mentorship, and leadership development to the next generation of LGBTQ+ leaders. Over the past two decades, Point has invested more than \$50 million in supporting students studying at all levels of higher education with scholarships, leadership programming, mentorship, and a community network.



The FedEx Scholarship with Point helps students to pursue their academic goals.



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 500,000 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.

FedEx support is helping The Trevor Project expand their life-saving digital crisis services, TrevorChat, and TrevorText.





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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 provides vital shipping and logistic support to the overall production of the event.



2025 will mark twenty years of FedEx support of the AIDS/LifeCycle ride.



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.



FedEx team members volunteer throughout the year with OUTMemphis.

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.

