



Investing in inclusion: African Americans

We believe every individual should have the opportunity to dream big and realize what's possible. Our goal is to give individuals the best chance at success with access to education, pathways to quality jobs, and a voice in their community's future.



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

At FedEx, we drive change by investing in organizations seeking long-term, systemic solutions to the challenge of creating a just society and economy that works better for everyone. By collaborating with nonprofits, we support learning, mentoring, professional development, and access to resources that help build strong connections.



National Urban League (NUL)

The National Urban League enables and empowers African-Americans and others in under-served communities to achieve their highest human potential and secure economic self-reliance, parity, power and civil rights. FedEx's support helps The National Urban League promote economic empowerment through program areas that include education and job training, housing and community development, workforce development, entrepreneurship, health and quality of life.



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.



National Center for Civil and Human Rights "Voice to the Voiceless" Gallery

We first 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.



The National Civil Rights Museum (NCRM)

Chronicling key moments in the American Civil Rights movement, we proudly support the NCRM's exhibits and educational programming. Since 1991, we have sponsored the annual Freedom Awards and helped honor the impressive leadership and accomplishments of individuals such as Nelson Mandela, Stevie Wonder, Oprah Winfrey, Congressman John L. Lewis, the Dalai Lama, Sidney Poitier, President Bill Clinton, Al Gore, Harry Belafonte, Ava DuVernay and our very own founder and CEO, Frederick W. Smith, honored in 2022.

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



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 primarily BIPOC and women 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 and expanded support to Dallas in 2022.



The Obama Foundation

The My Brother's Keeper 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 Alliance’s efforts to use the power of communities to improve life outcomes for boys and young men of color. We also support the Girls Opportunity Alliance 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.



National Black MBA Association (NBMBA)

NBMBA provides companies like FedEx with access to top talent in the business community. Nationally, we support the NBMBA annual conference, a week of career opportunities and networking. FedEx also supports the NBMBA 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 NBMBA initiatives in Memphis.



National Civil Rights Museum (Memphis, TN)



National CARES Mentoring Movement

The Movement is dedicated to alleviating inter-generational 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 placed 140,000+ mentors, supporting 200,000 children in need. The AA Employee Network at FedEx Express participates with the Memphis affiliate.



Executive Leadership Council (ELC)

We support the management training initiatives of ELC, one of the nation’s leading 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 two executives as ELC members:

- Gina Adams; Corporate Vice President of Government Affairs, FedEx Corporation
- Jeffery Greer; Senior Vice President of Human Resources, FedEx Freight



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.

FedEx also supports:



Historically Black Colleges & Universities (HBCUs)

To help break down barriers to career opportunity for Black students, FedEx launched a multi-year, \$5 million pledge with HBCUs in 2021. Our unwavering commitment to HBCUs began over 20 years ago, and today our investments focus on:

- Raise awareness about the academic & career promise of HBCUs
- Provide educational experiences that lead to career preparedness
- Connect students to internships, mentoring, and career opportunities at FedEx and beyond



In 2021, we launched the FedEx-HBCU Student Ambassador Program, helping prepare students with opportunities to learn about the FedEx enterprise, build leadership and career-ready skills, and participate in unique experiences, including the New York Stock Exchange.

The eight HBCUs we support are regionally located within a short distance of a FedEx operating or distribution facility, allowing students better opportunities to engage with our team members and learn about our business. For example, FedEx Ground, FedEx Freight, FedEx Express, and FedEx Office are providing students with leadership development experience, part time work with pay and full-time benefits, and potential career opportunities in competitive fields.

As one way to help elevate the profile of HBCUs, FedEx created a new paint scheme for the #11 Toyota Camry driven by Denny Hamlin at Daytona in 2021. Our work has also included:

- Hosting a "Conversation with HBCU Presidents" to discuss pressing issues facing HBCUs and Black Students
- Convened 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.