



## Investing in Inclusion: Asian American and Pacific Islanders

We support organizations teaching acceptance and providing advancement for under-represented populations. We believe every individual should have the opportunity to dream big and realize what's possible. At FedEx, our goal is to 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.



### Asian Americans Advancing Justice | AAJC

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 Advancing Justice | AAJC on three important initiatives: Youth Leadership Summit, Community Partners Network, and American Courage Awards.

- The Youth Leadership Summit convenes student leaders for a multi-day leadership development program that focuses on federal policy advocacy, communications, and civic engagement around policy issues impacting the Asian American community.
- The Community Partners Network is a network of over 250 organizations, institutions, and community leaders across 38 states serving Asian American and Pacific Islander communities. Working together with local partners, Advancing Justice | AAJC works to increase regional and local capacity to advocate and elevate community voices nationwide.
- The American Courage Awards is Advancing Justice | AAJC's annual event, honoring individuals, groups, and corporations in recognition of their extraordinary courage or commitment to the cause of Asian American and Pacific Islander (AAPI) civil rights.



### Leadership Education for Asian Pacifics | LEAP

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.



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## Asian and Pacific Islander American Scholars | APIA Scholars

APIA aims to help all APIA students access higher education and resources that cultivate their academic, personal, and professional success. Research indicates that due to limited English language proficiency, family educational and economic status, and other barriers common to first-generation APIA students, low-income APIA college students do not have access to essential resources or support. Many APIA scholars face significant financial obligations, with two-thirds living at or below the poverty line and seventy-six percent who are first generation college students.

APIA Scholars is working to address these issues by supporting APIA Scholars with scholarships and programming that build our Scholars a support network of mentors, peers, and stakeholders that can provide guidance, resources, and uplift their talent. As of today, the organization has distributed \$150 million in scholarships to 8,100 students, the majority of whom are first generation college students and students living at or below the poverty level.

FedEx supports four-year scholarship awards to ten students per year, as well as funding for the Professional Mentorship 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 | AAEdU

The Asian American Education Project (AAEdU) believes that education is a long-term solution to anti-Asian hate. AAEdU is actively advocating for a full and accurate accounting of Asian Pacific Islander Desi American (APIA) histories and narratives in K-12 classrooms across the country. The goal is to deepen each student's collective understanding of APIA Americans.

AAEdU was founded in 2021 by Stewart and Pat Kwoh. However, their work in creating APIA-centered curriculum began in 2006 when Stewart co-authored the book *Untold Civil Rights Stories*. This book, and the 2020 PBS Series *Asian Americans*, were the foundation for AAEdU's initial collection of lesson plans.

Through over 60 lessons and trainings, The Asian American Education Project is committed to empowering K-12 educators to include APIA perspectives in their classrooms. AAEdU also hosts workshops throughout the year to support and empower educators to bring APIA stories into classrooms across the country, reaching over 3,000 to date.

APIA communities have been and are an important part of the American experience, but are either ignored, marginalized, or misrepresented in school curricula. An education that includes APIA benefits everyone.



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