



Diversity, equity & inclusion: Enterprise overview

Our story

Since the founding of FedEx, we have believed in the power of diversity, equity, and inclusion. We are committed to fostering respectful, safe, and inclusive workplaces that celebrate the unique contributions of each individual. With the continued focus and determination of our leadership, we invest in policies, and programs across our workforce, culture, marketplace, and communities that acknowledge people's unique backgrounds, experiences, and needs.

This document highlights a few of our many existing initiatives.

Our people

We actively invest in recruiting and maintaining a diverse workforce that reflects the communities we serve. That diversity translates into our strength. Our ability to innovate and lead with a diverse team drives our common mission to connect the world responsibly and resourcefully.

In FY20, 31% of our workforce was Black/African American and 17% was Hispanic/Latin. FedEx management was 38% people of color in the U.S., and 25% women globally. Our Board of Directors includes 12 directors, four of whom are women and three of whom are ethnically diverse.

Maintaining a diverse pipeline of young talent

The FedEx Services College Connections internship program seeks to fill approximately 180 - 200 summer intern positions each year. Targeted recruiting to reach Black and Hispanic students includes events at 16 historically Black colleges and universities (HBCUs), institutions with high percentages of Hispanic students, and career fairs at Thurgood Marshall Leadership Conference and the National Black MBA Conference.

FedEx Freight developed "The Boardroom Experience" to introduce Black, Hispanic, and other students of color to career possibilities at FedEx through a simulated boardroom meeting. The program is part of the company's recruitment efforts to diversify internship and entry-level talent.





Creating opportunities with HBCUs

In 2021, we announced a \$5 million dollar grant to support historically black colleges and universities (HBCUs).

Tennessee State University, Jackson State University, Mississippi Valley State University, and LeMoyne-Owen College are receiving \$1 million each. The initiative is a collaborative effort among FedEx and each institution designed to help prepare students for the workforce beyond formal education. A portion of the money is helping students, faculty, and staff who have been economically impacted by the COVID-19 pandemic.

Additional grants fund Lane College, Miles College, Paul Quinn College, and Fayetteville State University.

This new initiative continues our longstanding commitment to support HBCUs.

Other investments include an on-campus FedEx Logistics satellite office offering part-time employment opportunities at Mississippi Valley State and endowed scholarships at LeMoyne-Owen, Tennessee State, and Jackson State.

We also conduct leadership summits in support of the Southern Heritage Classic for students at Tennessee State and Jackson State.

Additionally, we've been a longtime supporter of the Thurgood Marshall College Fund as well as the United Negro College Fund (UNCF) for 20+ years.



HBCU work/study program

FedEx Logistics launched a first-of-its kind HBCU satellite office program at Mississippi Valley State University, an HBCU, that offers professional job opportunities for students and builds a diverse talent pipeline. Through the program, we opened our own satellite office on campus staffed by students. Students work part-time and gain experience while in school and have the potential for full-time employment upon graduation.

Our education and engagement

Our company was founded on a people-first philosophy and respect for everyone has always been an everyday business practice. We believe that a culturally competent workplace is one where team members can bring their authentic self to work. Through education, training, regular communications, and resources our team members are encouraged to maintain open dialogues that leads to inclusive environment.

A platform for executive leadership

Across all FedEx operating companies, top leadership form Diversity, Equity & Inclusion Executive Steering Committees. These committees are comprised of leaders across a variety of functions from Human Resources to Engineering, Air Ops to Finance. They set their operating company visions, expectations, and goals for diversity, share best practices and hold each other accountable for progress.

The Diversity, Equity & Inclusion Real Talk Speaker Series is for Officers and Directors and designed to help better foster acceptance, promote anti-biases, and encourage a more inclusive society. These values are core to who we are and how we operate.

Additionally, FedEx Ground launched SVP REAL Conversations (Reveal opportunities, Elevate equity, Activate engagement, Lead inclusively) with 58 diverse Officer succession-pipeline participants. The program's goal is to prepare participants to be "Day 1" ready for the next level of leadership through competency based, SVP hosted forums.

Executive Leadership Council

The Executive Leadership Council (ELC) is a membership organization dedicated to increasing the number of African American executives and board members in Fortune 500 companies. We regularly make the ELC's Mid-Level Managers' Symposium (MLMS) - which helps up-and-coming managers gain skills and advance to the next level of leadership - available to team members from all FedEx operating companies.

Giving team members community and voice

Across our operating companies, our team members participate in employee-led resource groups that help recruit, develop and retain talent, create connections, and build community through targeted programs and events. Numerous networks are available to team members – including, but not limited to: Women in Leadership, Black Professional's Network, Hispanic Action Network, All-Generations, Multi-Ethnic Leadership Community, Asian Network, Women Leading Change, LGBTQ & Friends, U.S. Military Veterans, Growing Professionals, Parents Working Together, EnABLE Network, and many others.



Our communities, customers, and suppliers

We view our suppliers as more than service providers – their success is our success and vice-versa. We launched our supplier diversity program in 1992 to formalize our commitment to a supply chain that intentionally seeks out and develops small and minority-owned businesses. We are proud to support diverse businesses and know that our supplier base and supporting culture enables us to better serve our customers and compete more effectively in the global marketplace.



In FY20, we spent **\$2.6 billion** with minority- and women owned businesses, **29%** of which was spent with Black-owned businesses and **31%** of which was spent on Hispanic-owned businesses.



To build our pipeline of diverse suppliers and connect suppliers with resources, training, capital, and networks, we collaborate with a number of community-based organizations across the U.S. A sample of these organizations include:



Our commitment to diversity, equity, and inclusion extends beyond our business – it’s an investment we make into building more equitable communities as well. We have a long-standing history of supporting diverse and inclusive nonprofit and community empowerment organizations creating greater economic opportunity, helping to amplify diverse voices, and providing access to leadership, educational, and employment opportunities that inspire people to succeed. Some of our relationships include:

Accion – In 2021, we announced a \$1 million initiative with the Accion Opportunity Fund to create an intensive, 4-month e-commerce learning lab for 150 diverse entrepreneurs hardest hit by the COVID-19 pandemic. Specifically targeting small businesses owned by women and people of color, the program includes mentoring, warehouse support, cash grants, discounted shipping, and access to dozens of other capacity-building resources.

Inner City Capital Connections (ICCC) – We support the ICCC executive training program for inner-city small businesses. Since 2005, ICCC alumni have created over 12,000 jobs, raised \$2.23 billion in capital, and grown revenues by an average of 120%. We brought ICCC to Memphis for a fifth time in 2021. In the previous four years more than 250 Memphis business owners were trained. Of that number, 79% are people of color and 45% are women. Their average revenue growth is 175%.

The 800 Initiative – The 800 Initiative is an intensive, multidimensional program designed to empower the roughly 800 Black-owned businesses in Memphis that are in between start-up and full-scale phases. With significant funding from FedEx, the Initiative features technical assistance, coaching, loans and grants. The Initiative’s goal is to grow Memphis-based Black-owned businesses’ annual revenue by \$50 million by 2023.

Vital Voices – Vital Voices invests in women who are leading efforts to advance economic opportunity and social change around the world. We’re a multi-year supporter of the annual GROW Fellowship, a business accelerator and leadership development program for female owners of small and medium-sized businesses. The year-long fellowship for women entrepreneurs from more than 30 countries helps women access training, networks, financing, and markets that will help them grow their business and expand their social impact.

Black Enterprise – FedEx Express serves as the annual title presenter of the Black Men XCEL Summit, and sponsor of the Women of Power Conference and Black Entrepreneurs Summit – premier business conferences and networking events for African American entrepreneurs, corporate executives, and professionals.

NAACP – The mission of the National Association for the Advancement of Colored People (NAACP) is to ensure the political, educational, social, and economic equality of rights of all persons and eliminate racial discrimination. FedEx supports several NAACP initiatives, including the NAACP National Convention, the summer internship program, and the NAACP Image Awards.

MLK Day of Service – Each year on Dr. Martin Luther King Jr. Day, our team members volunteer at museums, pack meals for families in need, and clean up parks, schools, and neighborhoods. FedEx also sponsors free admission to civil rights museums in Memphis, TN; Jackson, MS; Montgomery, AL; Atlanta, GA; and Birmingham, AL.



National Civil Rights Museum (NCRM) – We’re a long-time supporter of NCRM and its exhibits and educational programming chronicling key episodes of the American Civil Rights movement. Since 1991, FedEx has sponsored the annual Freedom Awards and has helped honor the 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, and Ava DuVernay.

National Urban League – We support the National Urban League to help young people of color overcome complex barriers to employment. Programs include access to educational opportunities, tailored job training, wrap-around services, and direct connections to employers. FedEx Ground supports the Urban League of Greater Pittsburgh to help people overcome obstacles on the path to self-reliance. Areas of support include assisting those who require equipment / apparel for workforce training, providing rent, and utilities for homeless college students, and arranging transportation and food assistance for single parents. Additionally, local-market support of NUL includes FedEx headquarter city Memphis, TN.

The University of Pittsburgh – The Urban and Community Entrepreneurship Program at the University of Pittsburgh empowers entrepreneurs to reach their goals by providing essential resources and training to emerging and established business owners. FedEx Ground support helps businesses in underserved and moderate income communities grow through major resources including collaborative partnerships, consulting services, and educational workshops.



Dress for Success – We’re working with Dress for Success to make job skills training more accessible for women through online tools and a mobile job skills app. These tools will help women more successfully navigate the job application process and help them stay employed over the long term.

The Trevor Project – The Trevor Project provides crisis intervention and suicide prevention for LGBTQ youth. We’re helping The Trevor Project expand their life-saving digital crisis services, TrevorChat, and TrevorText. By the end of 2021, Trevor will provide free and confidential crisis counseling to 125,000 lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) youth via chat and text.

UnidosUS – We’re a major sponsor of UnidosUS Líderes Initiative, which helps young Latinos build understanding and skills in social justice, advocacy, and leadership to improve their socioeconomic prospects. We also support the Workforce Development Forum at their annual conference. This Forum convenes stakeholders across the country to develop strategies to strengthen the Latino and immigrant workforce.

U.S. Chamber of Commerce Foundation’s Hiring Our Heroes – We work with Hiring Our Heroes (HOH) to provide transitioning service members and their spouses with professional training, hands-on work experience, networking, direct connections to employers and access to the HOH Corporate Fellowship Program.

Asian and Pacific Islander American (APIA) Scholars – We help APIA Scholars establish its inaugural four-year scholarship to help address the high college drop-out rate amongst Asian and Pacific Islander American scholars. We’re also supporting APIA Scholars’ Jump Start College Tour series that shares scholarship, financial, and leadership development information to high school scholars and their families.

Asian Americans Advancing Justice – In addition to our longstanding support of APIA Scholars, we support Asian Americans Advancing Justice, a national organization that advocates for the human and civil rights of Asian Americans. We condemn all acts of hate and violence and strongly believe that inclusivity is how we move the world forward.

For more information about the community organizations we support, visit [FedEx Cares Diversity, Equity & Inclusion](#) online.

The nonprofits we support are fighting for more equitable and inclusive communities:



26,000

visitors had free access to U.S. Civil Rights Museums in 2020



\$7.8M

in capital raised and 441 new jobs created by Memphis small businesses through Inner City Capital Connections



42%

is the average revenue growth for the women-led small businesses supported by Vital Voices

\$50M

in new revenue for Black-owned businesses in Memphis is the goal of the 800 Initiative



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scholarship funds support equal access to college or all students: UNCF, Thurgood Marshall College Fund, Hispanic Scholarship Fund, American Indian College Fund, APIA Scholars, Point Foundation, Marine Corps Scholarship Fund and endowments at Tennessee State University, Jackson State University, and LeMoyne-Owen College



120,000

LGBTQ youth in crisis have access to round-the-clock text-based counseling from the Trevor Project

Awards and recognition

2021

2021 100 Most Influential Companies
TIME

2021 Best Gender Equality Workplace
WORLD HRD CONGRESS AT THE DIVERSITY
AND INCLUSION LEADERSHIP AWARDS

2021 America's Best Employers for Diversity
FORBES

2021 LinkedIn's Top Companies
LINKEDIN

2020

2020 Best-of-the-Best Corporation for Inclusion
NBIC

2020 Most Responsible Companies
NEWSWEEK

2020 Best of the Best Companies for Diversity
BLACK EOE JOURNAL

2020 Most influential Black Executives in Corporate America
(FedEx Express SVP Eastern Div. U.S. Ops & Chief Diversity Officer
Shannon Brown)
SAVOY MAGAZINE

2020 J. Shipman Gold Medal Award Winner - FedEx VP of Sourcing
Sue Spence. The award recognizes outstanding efforts to advance
the supply management field (including supplier diversity)
INSIDE SUPPLY MANAGEMENT

2020 Best for Vets Employers
MILITARY TIMES

Best-of-the-Best Corporation for Inclusion
NATIONAL GAY AND LESBIAN CHAMBER OF COMMERCE

2019

2019 Best Employers for Diversity
FORBES

2019 100 Best Places to Work
FORTUNE

Top Corporation for Women's Business Enterprises
WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL

2019 Best-of-the-Best Corporation for Inclusion
NBIC

2019 Best for Vets Employers
MILITARY TIMES

2019 Most Influential Women in Corporate America
(FedEx SVP Gov. Affairs Gina Adams)
SAVOY MAGAZINE

