



2023  
Impact  
Report

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# Community Investments

2023 Impact

>55,000

Ford employee volunteer hours in 31 countries

\$73.7M

in philanthropic contributions\*

Partnered with

>470

nonprofits and community organizations around the world

Directly impacted nearly

3.5M

people through our partnerships and programs

Since 1949

\$2.3B in philanthropic contributions\*

\*by Ford Motor Company and Ford Philanthropy



# Letter from our President

As the global philanthropic arm of Ford, our mission is to partner with communities to move people forward and upward. This year, we celebrate 75 years of driving impact in Ford communities around the world, and as we mark this milestone, we are excited to announce a new name, Ford Philanthropy.

The word philanthropy has many meanings, but at its core, it's about making the world a better place—and the Ford family has been deeply invested in philanthropy since the very beginning. This name change better reflects Ford's values and longtime legacy of giving back.



As I reflect on the past year, I am inspired by the lives we have helped change. We have connected families to fresh food, transportation and mobile healthcare. We have prepared students for jobs in mobility, tech and the trades. And we have unlocked access to much needed resources for aspiring entrepreneurs. These successes reaffirm our approach to trust-based grantmaking, which means we trust that our nonprofit partners know best when it comes to designing their programs and investing their financial resources.

We are also constantly thinking about how we can leverage the full resources of Ford to make an even greater impact. This means using Ford's mobility expertise to connect more people with the services, resources and opportunities they need to move forward. It also means working more closely with Ford employees and dealers because their passion for communities is powerful.

As you'll read in this report, we're partnering with Ford dealers to provide auto technician scholarships and engage our customers in food distribution in their communities. We're mobilizing employees like never before, securing more hours for them to volunteer with partners like Team Rubicon to rebuild communities devastated by natural disasters. And we're planting roots with new Ford Community Centers near our manufacturing centers in West Tennessee and Halewood, U.K.

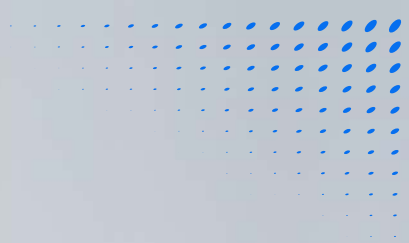
None of this would be possible without our amazing partners, as well as the thousands of Ford employees who volunteer each year to help advance our mission. Thank you for your passion and commitment to the communities we serve. Together, we are fueling purpose and ambition—one person, one family and one community at a time.



Mary Culler

A handwritten signature in black ink that reads "Mary E. Culler".

President,  
Ford Philanthropy



# Ford Philanthropy

**Our Mission:** To partner with communities to move people forward and upward.

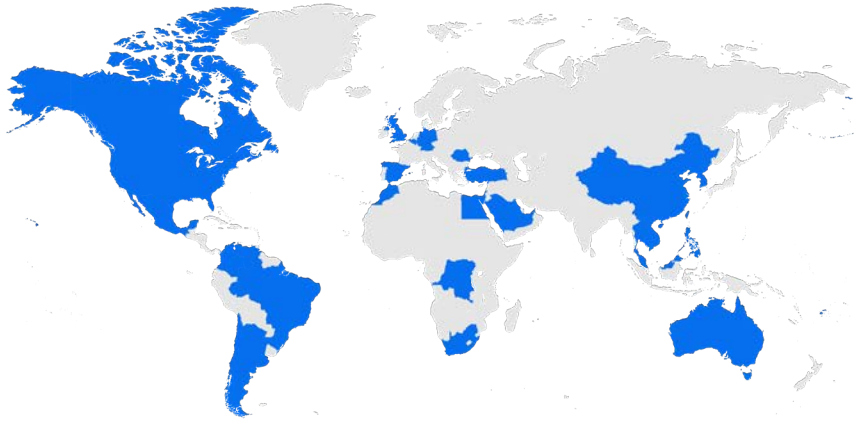
**What We Do:** We partner with communities where Ford has roots, working on the ground with nonprofits to co-create and invest in programs that expand access to essential services, education for the future of work and entrepreneurship.



## How We Deliver Impact:

Working across Ford, we leverage the company's scale, resources and mobility expertise to meet unique community needs through:

- Grantmaking and Programming
- Ford Community Centers
- Employee Volunteering



■ Partnered with nonprofits and community organizations in 34 countries in 2023



## Essential Services

# Unlocking access to critical resources that empower communities to thrive

Access to food, healthcare, transportation and other critical services are interconnected. The lack of just one of these can have a cascading and devastating impact on a person, a family and a community.



## Expanding access to fresh food

With more than 34 million Americans, including 9 million children, experiencing food insecurity in the U.S. today, demand for food is at an all-time high. We collaborate with local organizations to develop solutions that reduce barriers to nutritious foods and pantry staples.

During September's [Hunger Action Month](#), we announced partnerships with local food banks, DoorDash and Feeding America to help families facing hunger access the food they need through mobile delivery.

**\$4M**

invested in food security initiatives in 2023, serving more than 2.5M people

## Essential Services

Our food bank partners in Detroit, Louisville and Memphis are working with **DoorDash** to make monthly deliveries of fresh food and produce to 2,500 people and families in transportation-limited areas.



We also committed \$1.25 million in grants to **Feeding America** food banks in Ford communities across the U.S. The grants create opportunities for food banks to develop and scale mobility solutions that address limited access to fresh food. In partnership with Ford's Customer Experience team, we are also creating opportunities for dealers and customers to deliver food from local food banks to families in their communities.



**Our long-time partner and food rescue organization in Bangkok, Scholars of Sustenance, expanded to the Philippines in 2023.**



In addition to helping us establish our operational kitchen, Ford and Ford Philanthropy have been instrumental in keeping our mission on the road, literally. The Ford Philippines-donated van and financial support allows us to rescue enough surplus food to be able to serve 250,000 meals this year.

—Arthur, Regional Director of Operations,  
Scholars of Sustenance Philippines





In London, our partnership with food redistribution organization **The Felix Project** provides a free weekly delivery of healthy produce and fresh meals that otherwise would have gone to waste to children and families at eight primary schools in areas that are food insecure. And in Australia, we are working with **FareShare** to distribute healthy meals at nonprofit organizations in Melbourne and Victoria.

Our \$500,000 commitment helped launch the **Henry Ford Academy's Farm to School Lunch Across America** initiative. Planned for Farm to School Month in October 2024, the national program serves schoolchildren, teachers and families nutritious meals sourced locally and regeneratively.

## Building Community in BlueOval City

Through our capital grants campaign in BlueOval City—Ford's advanced electric vehicle and battery manufacturing campus in West Tennessee—we awarded \$1.2 million in grants to 17 organizations in all six counties surrounding the new plants.

One of our grantees is the [Douglass Community Center](#), an active cultural gathering space cultivated by generations of Black families in the heart of southwest Haywood County, Tennessee. The Douglass community was rooted in the 1930s when 38 Black farmer families purchased plantation land previously owned by J.E. Douglass.

Today, the center provides activities and services that engage and benefit the community—volunteer firefighters teach CPR, children play basketball, families gather for holiday parties and seniors enjoy luncheons and aerobics.



Our family-oriented values are what drives us. When we see our elders pass on, we carry on their vision because we know the amount of work they put into building and sustaining this center and community.

—Angela Lee, President, Douglass Community Center



## Bridging the transportation gap

One in four Americans are unable to access the transportation required to meet their daily needs. To help address transportation insecurity in Ford's hometown communities, we invested \$5 million in partnerships with over a dozen nonprofits working to overcome barriers in transportation-limited areas.

In partnership with **Feonix—Mobility Rising**, we're piloting an "Access to Care" program in Detroit that provides rides to and from medical appointments for maternal health patients, and developing a new Transportation Assistance Hub in West Tennessee that will connect individuals to existing transportation resources and establish new mobility operations to meet rural community needs in Stanton and the region.



We're helping the **United Way for Southeastern Michigan** expand their Ride United program in Detroit, which helps residents regain suspended driver's licenses, make needed car repairs, acquire a vehicle, access on-demand rides and integrate with broader United Way programming and support.



The barriers to transportation in Detroit are deep, wide and persistent. In one recent instance we helped a client regain their driver's license after 17 years. This investment from Ford Philanthropy will enable us to enhance our systems, laying the foundation to scale our impact and help more people more efficiently and effectively overcome long-standing transportation barriers.

—Megan Thibos,  
Director of Community  
Impact Innovation,  
United Way for  
Southeastern Michigan





## Expanding access through mobile healthcare

We're also investing in solutions that deliver healthcare services directly to people who need them. Our partnership with [Vision to Learn](#) provides mobile vision screening and eye care for students near Ford plants in Northeast Ohio, while our support of the **Wayne Health** mobile unit is bringing wellness checks and prescription management programs directly to neighborhoods across Detroit.

A mobile dental clinic run in partnership with Rotary in Romania is providing oral healthcare in disconnected communities near the Ford Otosan Craiova plant. The clinic is also supported by **Brighter Smiles**—one of the student-led social enterprises at our Ford Community Center in Craiova—and the Ford Otosan Craiova Health team.



It's so rewarding to hand students their glasses for the first time and witness them see the world crystal clear. We often meet students who shy away from things at school because they can't see and don't recognize challenges with their vision. After they've received their glasses, teachers notice that their students' confidence levels improve, and their test scores show that.

—Tressel Flaggs, Vision to Learn



## Rebuilding when disasters strike

As the rate of floods, tornadoes, hurricanes and wildfires continues to increase, more and more people are impacted by natural disasters around the world.

We expanded our partnership with **Team Rubicon**— a global, veteran-led disaster relief organization.

**Team Rubicon Powered by Ford** is a unique, multi-year \$5.8 million initiative that includes vehicle donations, a philanthropic investment and an employee volunteer program. In 2023, we deployed employee volunteers to serve alongside Team Rubicon’s “Greyshirts” in Detroit, Florida and Houston.



Our disaster relief efforts extend far beyond the U.S., as well. When a devastating earthquake struck Turkey in March 2023, we **joined forces with Ford Otosan** to mobilize hundreds of employee volunteers. Our coordinated relief efforts included vehicle donations, emergency search-and-rescue operations, financial contributions and in-kind donations.

Ford and Ford Philanthropy also supported relief efforts following the earthquake in Morocco, Hurricane Otis in Mexico and Cyclone Yaku in Peru.



## Töre Deniz Yılmaz knows all too well how frightening an earthquake can be.

In 1999, he was a student in Istanbul when a violent tremor measuring 7.4 on the Richter Scale rocked the Gölcük region, leaving more than 17,000 people dead. As the chair of the Turkish Chapter of Ford’s Middle East and North Africa ERG, Töre played an instrumental role in coordinating Ford’s recovery efforts following the earthquake in early 2023.

**The volunteers have been incredible. They do this with love. All the people who have donated and volunteered their time to help have demonstrated that we care for each other and that we are family. These are key Ford values.**

—Töre Deniz Yılmaz,  
European Passenger Vehicle Planning Supervisor





# Building pathways to education for careers in mobility, technology and the trades

We are in a period of historic technological change where the skills and competencies needed to obtain and retain jobs are evolving rapidly. Expanding access to scholarships and training helps prepare the next generation for careers in automotive and tech.



In South America, the **Ford Enter IT training and certification program** is helping remove barriers to education while addressing the growing demand for IT professionals. The program launched in Brazil in 2022 and expanded to Argentina, Chile, Columbia and Peru in 2023, training more than 400 students.

**\$15.8M**

invested in educational initiatives by Ford and Ford Philanthropy in 2023



Despite having already taken some courses related to technology, I had never seen a program as complete as Ford Enter, much less free. We had English classes, how to enter the job market, lectures, we went to technology events. We feel we are really important, valued.

—Maryara Franciele,  
Ford Enter Brazil program participant

Our **Women in Tech program in Turkey** provides advanced tech and soft skills training to 1,200 female university students, including those in earthquake-affected zones, while our **Karen Hilltribe Trust in Thailand** is



helping over 400 students and young adults from remote mountainous villages pursue higher education by providing vocational scholarships and transportation to classes.

In the U.S., a Ford Auto Tech Scholarship program run in partnership with Ford dealers and the nonprofit **TechForce Foundation** is helping address the increasing demand for automotive technicians and reducing barriers for students pursuing careers in automotive service and technology. By the end of 2024, we will have awarded \$3 million in scholarships to 600 students in 20 states. The program's focus on STEM skills fuels upward professional and economic mobility as the industry moves toward electrification.

**\$2.4M** invested in  
scholarships in 2023  
by Ford and Ford Philanthropy





I am extremely passionate about pursuing a technical education in automotive technology for many reasons. To start with, a pretty obvious one is the lack of women in the industry. No one in my family has studied a trade, but I believe I was made for it.

—Makenna Enga, Ford Auto Tech scholarship recipient in Phoenix

Read about additional auto tech scholarship recipients [here](#).

As part of our partnership with the **Urban League**, we are supporting youth leadership initiatives in Detroit, Kansas City, Louisville and Memphis—providing academic skill building, leadership development and test preparation to ensure students remain on track for graduation and are prepared to enter college or the workforce.

And in honor of Ford South Africa's centennial, we are partnering with Ford South Africa to transform shipping containers into **100 math and science labs** for primary schools across the country. In addition, **100 scholarships** will be awarded to provide young adults with opportunities for STEM-related careers and apprenticeship programs in automotive and advanced manufacturing industries.



## Entrepreneurship

# Breaking down barriers to diversify the pipeline of entrepreneurs

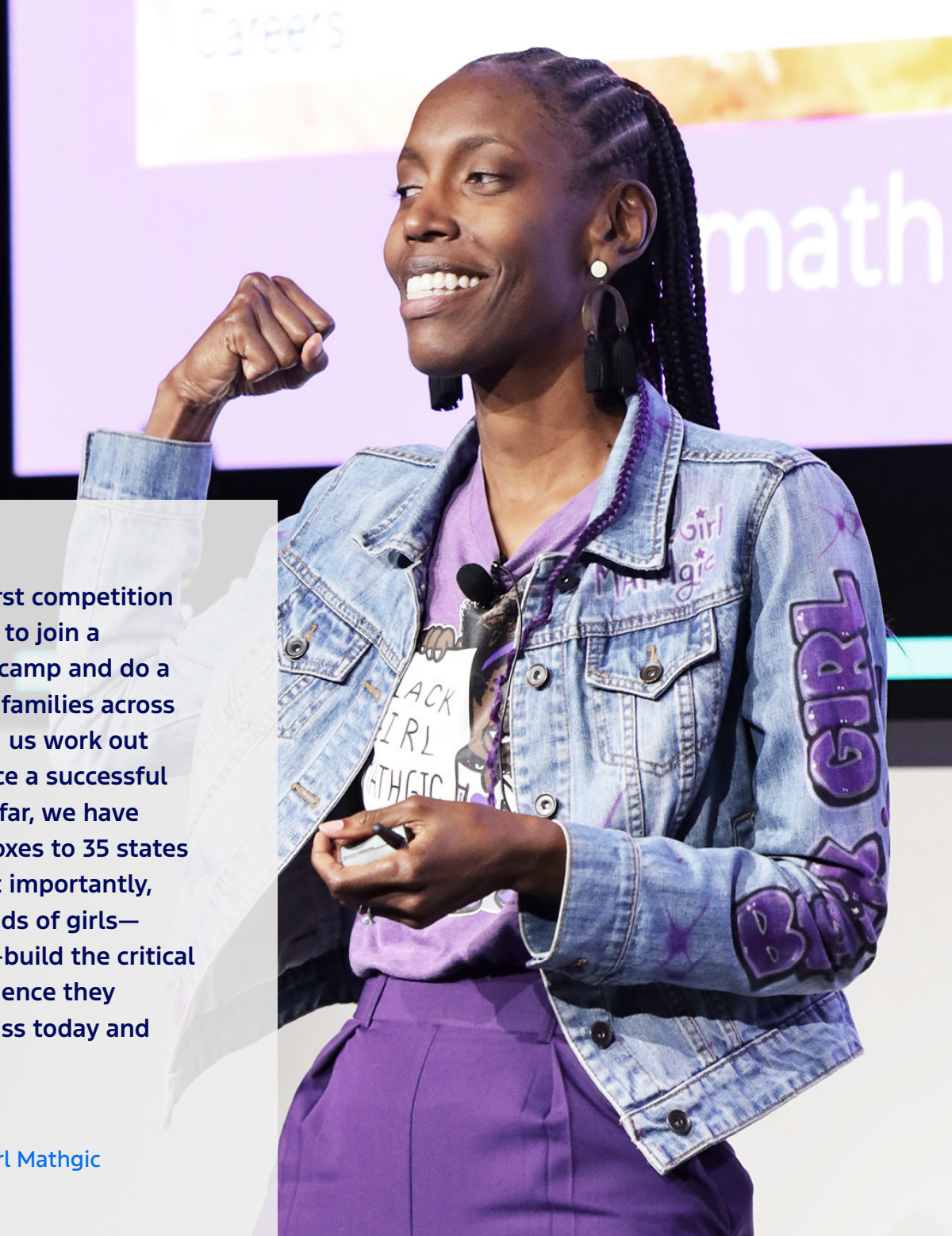
Systemic barriers make it difficult for some to start businesses. By connecting aspiring entrepreneurs with access to capital, mentorship and training, we help create a diverse pipeline of new founders.



In partnership with **1863 ventures**, we celebrated the 5th anniversary of our HERImpact pitch competition—a program that uplifts female entrepreneurs, enabling them to scale and sustain their businesses for greater impact. Since 2018, we have invested \$500,000 in 27 women-led social enterprises in Detroit, Washington, D.C., Miami and Kansas City, and have helped more than 600 additional entrepreneurs increase their capacity through workshops, mentoring and access to resources.







HERImpact was the first competition we won. It allowed us to join a subscription box bootcamp and do a free beta test with 25 families across the U.S., which helped us work out the kinks and introduce a successful product at launch. So far, we have shipped over 6,000 boxes to 35 states and Canada, and most importantly, we've helped thousands of girls—and even some boys—build the critical math skills and confidence they need to succeed in class today and society tomorrow.

– Brittany Rhodes,  
Founder, Black Girl Mathgic



The Builders + Backers Idea Accelerator is a 90-day program we run in partnership with **Heartland Forward** that unlocks opportunities for entrepreneurial innovation, supporting businesses that have a mobility component. To date, we've funded 60 builders in West Tennessee and Detroit, with plans to kickoff new cohorts in Chicago, Kansas City and Louisville in 2024.



## Entrepreneurship

Nearly 1,000 high school students in Spain participated in **Ford Impulsando Sueños**, a program that inspires young people to develop solutions for social challenges. More than 50 teams of student entrepreneurs competed for a chance to receive mentoring and seed capital to implement their projects, which addressed topics such as mental health, gender equality, senior services and more.

In the U.K., our **Smart Mobility Accelerator** brought together 10 teams of student entrepreneurs from universities around Europe who have developed solutions to mobility challenges. Teams participated in an entrepreneurial workshop and had the opportunity to pitch for a scale-up grant to help increase their impact.



**A finalist in the Smart Mobility Accelerator, Atria Move provides access to affordable mobility solutions through the recycling and resale of second-hand scooters.**

The idea was to give a second life to electric vehicles by promoting the circular economy. So far, we've gained all necessary certifications, refurbished more than 140 electric scooters, developed our website, saved more than 60,000kg CO2 and just opened our first second-hand micro mobility dealership. We are now focused on growing our team, infrastructure and technological expertise.

—Miguel Romero Valero,  
CEO and Co-Founder, Atria Move



## Ford Community Centers

# Bringing nonprofits and residents together to support local neighborhoods

Our Ford Community Centers around the world bring nonprofits, residents and community leaders together to expand access to essential services, education and economic opportunities. Each center in our global network is designed to meet the unique needs of the community it serves.



## Detroit

At our Ford Community Centers in Detroit, we partner with nonprofits to expand access to food, legal and financial services, job training and youth programming. We also host a variety of cultural celebrations with friends and neighbors each year. Since 2013, we have invested nearly \$23 million in our Detroit centers and our onsite partners that are delivering services to meet community needs.





Our center on the city's East side is located at Fisher Magnet Upper Academy. In Southwest Detroit, our center at the Mexicantown Mercado served as central community hub for the neighborhood for more than a decade. In March 2024, our Southwest community center transitioned to a new model providing services at multiple in-person access points across Southwest Detroit, allowing us to expand our reach and serve even more residents.

2023 Impact

**1,039**  
job placements;  
provided employment  
services to more than  
6,400 people

**\$7.8M**  
received in  
refunds from  
over 4,600 tax  
returns filed

**>2.6M**  
pounds of food  
delivered to over  
52,000 households

**>6,800**  
people served  
through legal  
and immigration  
services

**192**  
Detroit families won their asylum  
cases and received permanent  
legal status in the U.S.

**When Venezuelan refugees Brayan and Argenis arrived in Southwest Detroit, they had no home, no job or access to food.**

Through the coordinated efforts of our nonprofit partners at our community center, Brayan and Argenis secured employment through **SER Metro-Detroit's** job placement program, used the center's "On the Go" transportation shuttle to attend English classes, and received meals and backpacks from our **Gleaners** client-choice food pantry. They are now financially stable, renting an apartment and working with a financial coach.





## Craiova, Romania

A collaboration with the nonprofit **Educol** and the **City Hall of Craiova**, our community center in Romania is an entrepreneurship hub where students from the University of Craiova design businesses that drive social and economic progress. A total of 35 student-led social enterprises are now being supported by the center, all working in partnership with local community organizations to impact more than 12,000 local residents.



The mobile dental unit in the Dolj county has reached three villages so far. It is absolutely amazing to see that so many student volunteers, resident doctors and experienced dentists have joined their efforts in oral health screening projects to offer care to people who wouldn't seek it otherwise. At Brighter Smiles, we do believe that people shouldn't stop smiling.

—Daria Andronache, Brighter Smiles Team Leader



## Pretoria, South Africa

Located at the Silverton Assembly Plant in Pretoria, the center runs an entrepreneurship mentoring program that provides opportunities for residents from the nearby Mamelodi community to develop and grow their own businesses. Thirty-six businesses completed the program in 2023, collectively generating nearly \$450,000 USD in profits and creating 130 new jobs. The center is also supporting more than 200 additional entrepreneurs, helping them stabilize and increase the impact of their businesses.



**I learned about business plan development and how to market my business to customers. With their support, I was able to buy a sewing machine to make jumping castles and start my business.**

—Esther Tshuma, Owner, Ushi Trading



**I am able to manage my finances and can save more money because of the help I got from the program. Now I can do a lot more events and I am working with a lot more people.**

—Tidimalo Moeletsi,  
Owner, Tidi's Kitchen



## Bangkok, Thailand

Our Thailand center is in Bangkok’s Nang Leong community, an elderly low-income neighborhood where many social and educational services are lacking. Our nonprofit partners at the center focus on food rescue and distribution, education, environmental conservation, art and technology.



### 2023 Impact

>**4.8M** meals provided by collecting and redistributing surplus food in partnership with **Scholars of Sustenance**

>**8,300** pounds of recyclable plastics collected, converting more than 3,000 pounds of plastic waste into eco-friendly products in partnership with **Precious Plastics Bangkok**

**30** homes for seniors refurbished, directly benefitting 139 people, in partnership with **Urban Studies Lab**



The center creates a safe space for the community that is truly accessible, which is rare in Bangkok in the old town. No matter what your age, education or profession, the center is open to everyone — providing a great benefit to this community.

—Suwan Welployngam, community representative and volunteer



## Halewood, United Kingdom

As Ford expands its investment in the Halewood transmission plant, we are investing £1 million in the local community to support the wider Liverpool city region.

Part of this investment will be in a Halewood Community Center, known as the New Hutte Neighbourhood Center,

working with **Torrington Drive Community Association (TDCA)** to support their building renovation and food distribution services. We are also collaborating with **Liverpool Life Sciences UTC** and **Strawberry Field** to provide educational programs that help prepare young people for the future of work.

## Employee Volunteering

# Mobilizing employees to help build a better world

Across our work, we empower Ford employees to give back to the communities where they live and work. Employee volunteers help fuel our mission by bringing their unique skills and heart for service to volunteering with our community partners.



In 2023, employees filled more than 7,000 volunteer opportunities and spent over 55,000 hours volunteering in community service projects throughout the year.

During [Vibrant Volunteer Week](#) in Europe in May, Ford employees dedicated hundreds of volunteer hours with nonprofits supporting mobility related activities, including refurbishing donated bicycles for people with disabilities, refugees and families of children in hospitals. And during [Global Caring Month](#) in September, employees planned and participated in more than 100 volunteer projects in 31 countries, addressing issues they care about and making a difference in their local communities.

**>1.7M** Ford employee  
volunteer hours since 2005





When I first joined the Team Rubicon deployment in Florida, I was in complete awe of the true devastation this community was faced with. When I met with the people we were helping, I saw their immense gratitude and knew we were giving them a sense of hope when they needed it most, which was truly an inspiring feeling. I definitely will volunteer with Team Rubicon again and highly recommend participating if you have the opportunity.

—Coyle Render, Ford Pro Charging Program Manager and former United States Marine

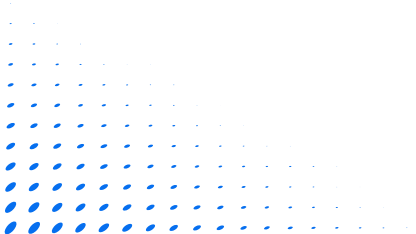


Working together with my colleagues in Ford Spain is a continuous source of motivation and inspiration. We connect Ford volunteers with our nonprofit partners so that together we can design and deliver the most impactful volunteer projects, and the Ford Spain team has been recognized with the 'Corporate Volunteering Award!'

—Maria Isabel Gomez Merino, Vehicle Manufacturing Engineer, Ford Valencia Plant



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Philanthropy



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