



UAW-FORD DIVERSITY DIGEST February 2024



CELEBRATE
**BLACK
HISTORY
MONTH**

Ford’s Global Diversity, Equity, and Inclusion (GDEI) Office, in partnership with the Ford African Ancestry Network (FAAN), have curated a calendar of events to celebrate Black History Month. The UAW-Ford Joint DEI Committee would like to share information about these events so you may participate as your time allows.

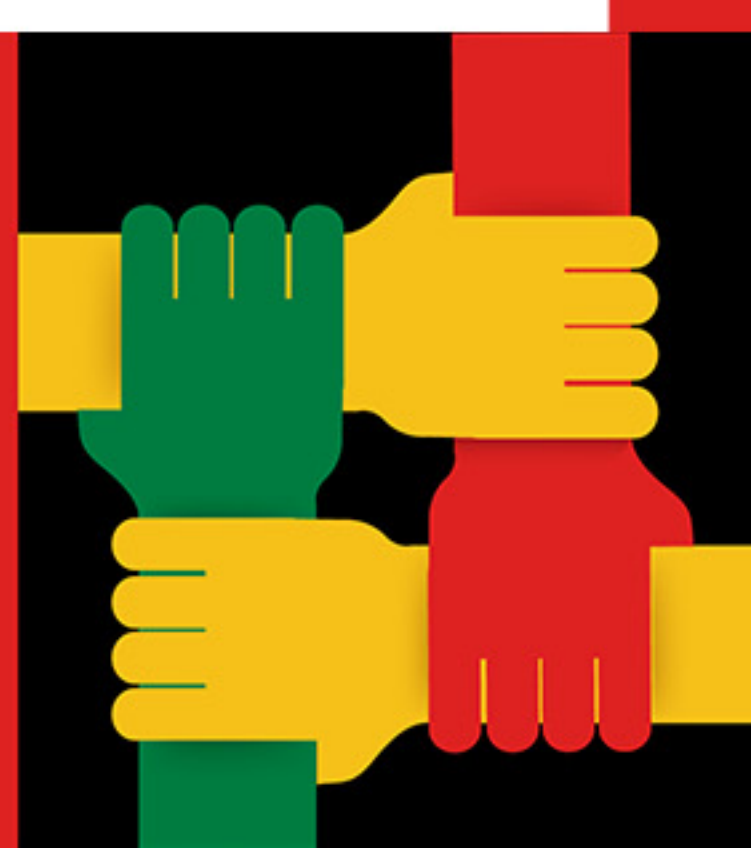
Black History Month 2024

Celebrating Living Legacies Through the Arts

This year Ford’s theme for Black History Month (BMH) is ‘Celebrating Living Legacies Through the Arts.’ Living freely and expressing our true selves together transforms culture. At Ford, we bring Black history alive by combining historical perspective with an emphasis on today and the future – showcasing difference makers who are creating history now and transforming culture for the benefit of all. The Ford African Ancestry Network (FAAN) has partnered with Ford’s GDEI Office to curate four weeks of BHM programming, open to all employees around the globe. Employees can register via SharePoint (where available) [Black History Month Events 2024](#). Live streams and recordings of selected events will be posted on BON (Blue Oval Now). A mixture of in-person and virtual events, including an opening and closing ceremony, centered around upskilling and development, positions FAAN to “Leap into the Future.” Below is a sampling of Black History Month events:

Opening Ceremony with Dr. Russell Wigginton

In-person and virtual event: National Civil Rights Museum President, Dr. Russell Wigginton, led a discussion celebrating the legacy and contributions of African Americans to our nation. Wigginton helped bridge the gap between Black History and American history by sharing the culture and lessons from the American Civil Rights Movement and exploring how this significant era continues to shape equality and freedom around the globe.





MFG: Celebrating the Black Perspective: Living While Black/AA in America

In-person and virtual event being held at Dearborn Truck Plant: Explore the manufacturing perspective of being Black in America and witness the triumph over adversity as our panelists share their lived experiences in an authentic and compelling display during Black History Month. Join our esteemed team as they illuminate the challenges, achievements, and resilience woven into the fabric of their professional journeys. Gain profound insights into the unique perspectives and contributions of Black individuals in the manufacturing industry and be inspired by their stories of perseverance and success. This event promises to be a powerful and illuminating celebration of Black history and the indomitable spirit of the human experience.

About Ford African Ancestry Network (FAAN)

Founded in 1994, FAAN is the first and oldest of Ford's ERGs.

FAAN champions workplace diversity at Ford by making a positive impact on the African American community, and by actively promoting and supporting the Ford brand throughout the community.

For its constituents, FAAN focuses on developing people through mentorship, networking, and other employee engagement activities.

Ford Motor Company's Employee Resource Groups (ERGs)

Ford Motor Company's Employee Resource Groups (ERGs) are voluntary, employee-led organizations operating under the Global DEI Office. ERGs bring together individuals with shared interests, backgrounds, or experiences, and their allies.

An ERG's primary purpose is to promote diversity, equity, and inclusion by aligning to the Company's transformation through three core strategic pillars: People Focus, Community Collaboration, and Business Excellence.

ERGs play a crucial role in creating a more inclusive environment by giving employees a mechanism to connect, share experiences, collaborate, and drive professional development opportunities for their members. Structurally, the Global DEI Office has full oversight of ERGs, including support, advocacy, and funding. ERG membership is voluntary and open to ALL Ford Motor Company employees. Agency and purchased service resources cannot become members of ERGs. Agency resources must check with their employer to determine participation in non-paid ERG activities. Collection of ERG membership dues is prohibited. For more information on Global Diversity, Equity & Inclusion visit [Global Diversity, Equity & Inclusion - Home \(sharepoint.com\)](https://sharepoint.com).



Black History Month

African Americans and the Arts

Florida Highwaymen

In 1954, African American artist Harold Newton met a White painter named Albert "Beanie" Backus. Together, they started an artistic movement that aimed to capture the beauty of Florida's ever-changing landscape. This group of artists was later named the "Florida Highwaymen" by promoter Jim Fitch.



The Highwaymen consisted of 25 African American male artists, and one female, MaryAnn Carroll. They used inexpensive painting techniques to produce raw, primal-style paintings of Florida landscapes (pre-development). The artists traveled along the Florida coast, selling their paintings on the side of the road and to hotel chains, for \$25 apiece. These paintings were a means for the artists to escape the toil of working in the local groves. The Florida Highwaymen painted an estimated 200,000 works, which now sell for thousands of dollars.

DJ Kool Herc



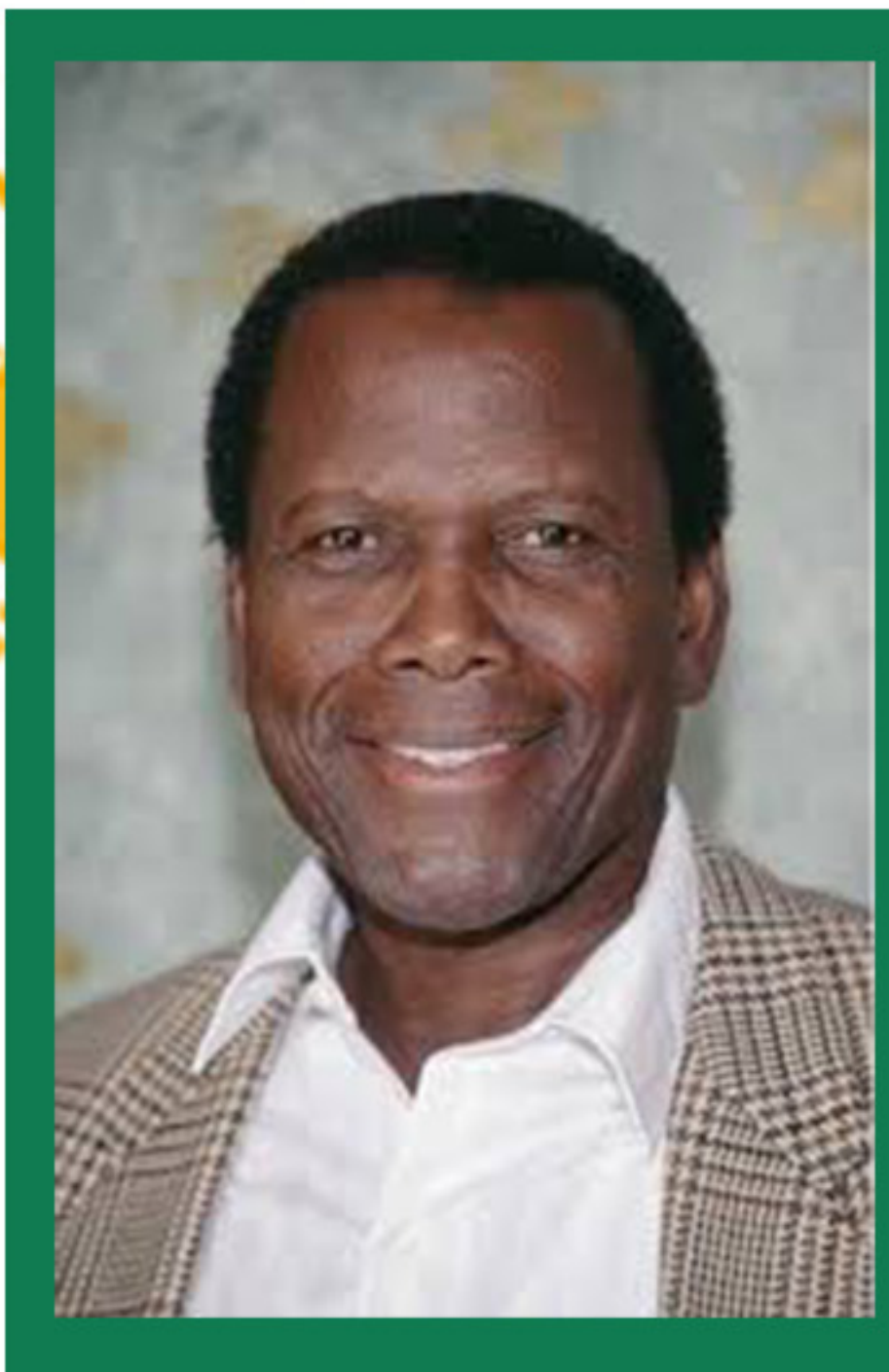
In 1973, DJ Kool Herc and Coke La Rock created Hip Hop by blending Funk, Reggae, and Rhythm & Blues (R&B). Their revolutionary use of drum breaks and "Merry-Go-Round" turntables laid the foundation for MCing. Herc's sister's "Back to School Jam" provided a safe space for kids to enjoy music and jumpstarted the movement. Along with other influential DJs, DJ Kool Herc shaped this new genre of music with creativity and originality. Herc's impact on the music world was solidified by his induction into the Rock and Roll Hall of Fame in 2023.

Toni Morrison

Toni Morrison, born in Ohio in 1931, was a celebrated writer who explored the Black experience, particularly that of Black women. She won the Nobel Prize for Literature in 1993 and a Pulitzer Prize for her novel *Beloved*. Her work often centered on the challenges faced by Black Americans in finding their identity within a society that marginalized them. Morrison passed away in 2019, but not before becoming an officer in the French Legion of Honor and receiving the U.S. Presidential Medal of Freedom.



Sidney Poitier



Sydney Poitier was a pioneering Bahamian American actor, director, and producer who broke barriers in the U.S. film industry. He was the first African American to win an Academy Award for Best Actor in 1963 for his role in "Lilies of the Field". His refusal to accept stereotypical roles created new opportunities for African American actors. He directed "Buck and the Preacher" and starred in "The Defiant Ones" and "Guess Who's Coming to Dinner". Poitier also served as a cultural ambassador for the Bahamas and received the U.S. Presidential Medal of Freedom in 2009.

1.) The Florida Highwaymen: African American Artists (myblackhistory.net)
<https://nmaahc.si.edu/explore/stories/florida-highwaymen>
2.) <https://www.rollingstone.com/music/music-features/kool-herc-hip-hop-50-august-11-1973-1234802035/>
3.) <https://www.britannica.com/biography/Toni-Morrison>
4.) <https://www.britannica.com/biography/Sidney-Poitier>