Diversity and Inclusion
Making us stronger
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A note from our CEO

An inclusive environment is essential at TI. It enables our global workforce to contribute openly and without barriers.

In this environment, diversity thrives and every employee – no matter where they are and what job they hold – has the opportunity to take part in the company’s success.

We believe our rich diversity improves thought processes, encourages collaboration and ignites creative solutions.

Rich Templeton
Chairman, President and Chief Executive Officer
What we believe

At TI, we believe our diversity fuels innovation and makes our company stronger.
From the ground up

At TI, diversity is more than what is on the outside. We see beyond the typical definitions and realize that each person brings a distinctive set of life experiences that allows him or her to contribute in special ways.

Our goal is to provide an environment at TI where every person can thrive. We want our employees, no matter their backgrounds, work styles, ideas, or differences, to feel empowered to be who they are and to do their best work.

The TI Diversity Network (TIDN) is one example of how TI’s appreciation for diversity is firmly rooted in our culture. The network brings together dozens of grassroots, employee-led diversity initiatives with a mission to champion the full participation of people at all levels.

TI’s diversity groups began before mass adoption in other corporate environments. Beginning in 1989 with two initiatives, the diversity network has grown to span the globe and includes more than a dozen distinct initiatives made up of employees from various ethnic, racial, and religious backgrounds, gay, lesbian, bisexual, and transgender employees, employees with disabilities, new employees, women, and military veterans and their families.

TI’s senior leaders serve as sponsors of the initiatives, which offer forums to share ideas, discuss challenges and develop educational programs, as well as to provide career development, community involvement, recognition and mentoring support. Learn more about all of our diversity initiatives on the following page.
We believe **diversity fuels innovation**

and makes us a stronger company.
Black Employee Initiative
The Black Employee Initiative focuses on professional development, employee advancement, community action and networking for black employees. The group is committed to developing leadership skills with an emphasis on diverse role modeling.

New Employee Initiative
The New Employee Initiative helps people transition into their new jobs at TI and provides a networking forum for new employees with events including coffee talks, community activities and social gatherings. You’ll find these groups globally across TI.

Veterans Initiative
Kenyata, a mother of four and former soldier, came to TI when she transitioned to the reserves from active duty. The transition wasn’t easy. But she found an understanding ear in fellow TImember Robert. Robert had served in the Marine Corps for 10 years before an injury ended his military career. Kenyata and Robert put the power of their experiences together and created TI’s Veterans Initiative to facilitate a network that helps translate and leverage military skills to a career at TI.

Women’s Initiative
The Women’s Initiative helps women at all levels advance in their careers. Activities include annual summits featuring leader and employee discussions, mentoring, career development and community involvement opportunities. The Women’s Initiative has groups around the world, including Malaysia, Germany and India.
Open dialogue

TI fosters an open dialogue about diversity and inclusion. We don’t back away from tackling tough issues because we believe discussion leads to understanding, and understanding helps break down barriers.

We strive to cultivate a safe, supportive work environment. Our diversity and inclusion director makes it her job to listen, learn, expose issues and inform TIers.

She keeps up with real issues by doing “listening rounds” – going from building to building and area to area, making herself available to talk.

Topics for our internal diversity blog come from real people. The blog openly address issues such as gender and racial differences, religion in the workplace, navigating organizational dynamics, bullying in the workplace and more. The blog is one of the most popular, regular features on the TI intranet.

In addition to fostering open dialogue, we encourage employees to take advantage of a broad portfolio of activities and resources to increase awareness and capability to help create an inclusive environment.

Resources and tools

TIers can view any number of online diversity materials, such as eLearning courses and articles through our learning portal. For example, training and tools around concepts from unconscious bias to generations in the workplace are available to employees and leaders. Additionally, through our corporate memberships, TIers have access to resources from industry experts such as Catalyst, Corporate Executive Board and Conference Board.

“I was going into the Conquering Conversational Collisions Between Men and Women class a bit hesitant and thinking it may be boring or a waste of time. By the end of the class, I felt that it was some of the best training I have had in years – a real eye opener of how the other sex thinks and communicates.”

– Jim, Facilities services manager
Events
TI hosts and participates in events that provide opportunities for our employees to gain exposure to a breadth of diversity-related topics.

Examples include:

• Symposium bringing together members of TI’s Jewish, Christian, and Muslim initiatives to discuss the impact of religion in the workplace.

• Fireside chats with members of our board of directors and senior leaders within the company.

• Welcome events for our new hires that help them learn how to navigate TI and hear more about our diversity initiatives.

• TI Talk lecture series open to all employees where guest speakers share insights into topics such as unconscious bias, generations in the workforce and changing demographics in our society.

Training
Throughout the year, we provide opportunities for our employees to attend a variety of training sessions. Offerings can vary year-to-year, but have included topics such as Creating a Go-To Performance Culture and Everyday Bias.

“We want to provide our people with tools and forums that help drive greater understanding across not only cultural boundaries, but also on issues like religion. Why? Open dialogues and shared perspectives make our company stronger. When we can speak candidly, ask questions, and bring a personal point of view to the table, it breaks down barriers and gives us a better understanding of each other.”

– Fran, Diversity and Inclusion director
Inclusive environment

At TI, ideas are respected and encouraged, and people feel they can build a successful, long-term career.

**Individuality**
TI believes in individuality. We want every person to feel engaged, contribute and be who they are. We recognize that individuality is crucial to effective collaboration.

**Safe environment**
TI promotes a safe, supportive work environment through programs such as Safe Space, which provides a non-threatening environment specifically for lesbian, gay, bisexual and transgender employees.

**Reinvention**
TI believes in personal reinvention. We give our employees the freedom to explore different career paths and pursue different interests. For example, Marty embarked on a second career working on advanced semiconductor technology at TI after a successful career in the government and corporate sectors.

**Balance**
Tom and his wife were enjoying life as empty nesters when they became the primary caregivers for their young grandson. Tom was driving 180 miles per day between home, his grandson’s school and activities, and TI. A few months later, Tom was diagnosed with cancer. After more than 30 years at TI, Tom had to adjust how he got work done. Thanks to TI’s flexible work options, he was able to find a different way to lead his team successfully.

“**You need to build an environment where people want to come to work every day and give their best.**”

– Steve, senior vice president, HVAL, Central Analog Services, DLP® Products and Education Technology

“**TI gave me the opportunity to do something I hadn’t done before. There is huge potential for career and personal growth and great flexibility to move to other jobs and responsibilities at TI.**”

– Marty, section manager

“**In TI’s culture, I could just tell people what was going on and what I needed as support. It doesn’t always feel good to ask for help, but everyone here was supportive. No one ever looked at me and questioned what I needed to continue to be successful and manage my personal situation.**”

– Tom, Product engineering manager
Advancement programs

TI has several programs and initiatives in place to enable women and minorities to advance in their careers. Through these efforts, TI strives to provide our employees with learning and development opportunities, access to mentors and sponsors, and increased visibility with senior leaders.

External partners
TI works with industry-recognized external partners to provide leadership development opportunities for our people. Examples include:

- National African-American Women’s Leadership Institute
- Leadership America, Leadership Texas and Leadership Pipeline
- Society of Hispanic Professional Engineers’ Executive Leadership Institute
- International Women’s Forum - Fellows Program
- National Hispana Leadership Institute – Executive Leadership Program
- Institute of Electrical and Electronics Engineers Women in Engineering – leadership conference
- Greater Dallas Asian American Chamber of Commerce - Leadership Tomorrow Program

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“The International Women’s Forum Fellows Program was really helpful in enabling me to hone who I am as a leader, brand myself as a leader, and gain confidence in my leadership abilities. I gained a lot from the experience and sincerely appreciate the time and financial investment that was provided by TI.”

– Julie, senior vice president, Worldwide Communications

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“The National African American Women’s Leadership Institute taught me self-awareness and helped me to realize my full potential as a leader. I joined the board of NAAWLI in 2013 because I want to help other African American women discover and maximize their leadership potential.”

– Mia, Americas Customer Service Operations
Diversity in Profit and Loss Roles
Through this initiative, women work hand in hand with executive leaders and women already running profit and loss businesses to share best practices and innovative ideas.

Women for Technical Leadership
Participants in Women for Technical Leadership are matched with mentors who provide guidance and insight, and who help their mentees become well-positioned within the company for election to the TI Tech Ladder – a TI leadership program that recognizes, rewards, and encourages exceptional technical contributions.

Other internal initiatives
Every year, TI businesses sponsor a variety of initiatives targeted to support the advancement of our employees. Examples include:

- Women’s Summits – TI business leaders partner with members of the Women’s Initiative (WIN) to host summits for TI women to learn about career paths, network with senior leaders, and talk about professional development opportunities.
- Mentoring programs – whether offered through employee initiatives or driven via businesses, employees have access to varieties of group and individual mentoring.
- Speed networking events – fun and interactive opportunities for our employees to meet and connect with senior leaders.
Setting the tone at the top

Leaders play a vital role in shaping an inclusive environment at TI. They are active in the company’s diversity and inclusion initiatives, and are held accountable for building strong, diverse teams.

Accountability
Our senior leaders, including our CEO, play an active role in helping us understand how we’re doing in terms of recruiting, promoting, and retaining diverse talent at TI.

Personal involvement
Our leaders are personally involved in encouraging diversity and inclusion at TI. Whether it’s serving as executive sponsors for our employee initiatives, speaking at internal and external events, or serving as mentors, TI leaders are visible and involved.

“For me, diversity isn’t just a word we use. It’s at the heart of what we need to deliver the innovations for a changing world that constantly needs new and different ways to solve our customers’ problems.”

– Brian, chief operating officer
Developing our leaders

Newly-promoted managers attend our global LEADERSHIPmatters program, where they learn our expectations and develop essential skills, including understanding the value of diversity in delivering on our business goals. Throughout their leadership careers, managers at all levels are provided ongoing opportunities to increase their awareness and hone their skills in these areas. Examples include:

- Leaders attend industry-recognized events, such as Catalyst and Out&Equal conferences, to broaden their perspectives and learn best practices from other companies.

- Our Diversity and Inclusion director leads development sessions for leadership teams all over the world. For example, Creating a Go-To Performance Culture is offered to managers to provide interactive experiences that are essential in building and leading an inclusive culture.

- Senior leaders often meet with members of TI’s Insights groups to learn firsthand what it’s like to work in our environment and how we can improve. TI’s Insights groups are comprised of diverse leaders across TI who convene on a variety of topics.

“The foundation for being an effective leader is an ability to make good decisions based on TI values. These values should guide us each and every day.”

– Mohammad, vice president, Philippines
Diversity fuels innovation

At TI, we want the best and brightest minds working on the most difficult technological challenges. We believe finding creative solutions to problems requires different perspectives, life experiences, and world views. Innovation happens because our people feel encouraged and free to challenge the impossible, are unafraid of failure, and ultimately create products that change our world.

Here at TI, we believe that one mind finding solutions to the world’s problems is powerful, but a team of minds is limitless.

Our diverse culture fosters problem solving and keeps us ahead of the technology curve, with innovations changing how we live our daily lives. We celebrate and encourage employees to share their ideas – no matter how big or small.

Employees work on real-world problems with project teams in more than 35 countries. The knowledge-share at TI is incomparable and crucial to finding creative solutions for our more than 100,000 customers.

Learn how we are innovating the future.
TI is passionate about educating future innovators, and we believe this next generation needs diverse perspectives to best help shape the world through technological advancements. That is why we invest in efforts that improve science, engineering and math (STEM) in the U.S. and access to education around the world.

TI and the TI Foundation take an integrated approach to providing the best STEM learning experiences for students from kindergarten through their university studies. This includes philanthropic contributions; collaborating with educators, industry organizations and nonprofits; and engaging employees.

Learn more.

Engaging students from primary school through secondary school

Women, Hispanics and African Americans are typically underrepresented in STEM careers. TI is addressing this by investing in K12 and university STEM outreach programs and by working with educators to encourage these groups to embrace STEM concepts and pursue related careers.

We support initiatives targeted to increasing these students’ achievement and interest in science and math and addressing the shortage of qualified math and science teachers for underserved schools.
Among these many efforts:

- The TI Foundation’s partnership with Educate Texas is working to improve STEM education throughout the Lancaster school district, which has 96 percent African American and Hispanic students. Grants of $7 million fund this “STEM District” model with innovative teaching and learning programs are showing progress and can be replicated elsewhere.

- The TI Foundation supports the College Readiness Program with the National Math & Science Initiative, which encourages students to take more rigorous, college-level coursework in high school. Since 2000 when the grants began, tens of thousands of students have benefitted from monetary incentives to take more rigorous courses, pass Advanced Placement (AP)™ tests and graduate better prepared for college. The program also offers incentives that help retain top teachers.

We also invest in communities where we operate around the world to improve students’ access to education through hands-on mentoring and providing classroom learning tools. The use of TI technology early on encourages students to pursue STEM education and helps improve student success.

- TI Education Technology products are designed for student exploration, and to gain a better understanding of the real-life math and science concepts they will use in both the classroom and the workplace. For example, studies have shown that use of projectors in the classroom with DLP® SmartSource™ 3D technology can lead to higher student involvement and higher test scores.

- TI also partners with educators to advance their STEM/engineering curriculum and maximize the impact of their courses. We offer educators a range of tools and resources to engage students in creative ways, leading to a deep understanding of critical STEM subjects. Tools such as TI-Nspire™ Technology create the foundation for interactive classrooms and show real-world examples.
Engineering events
TI sponsors engineering events in partnership with various youth organizations and university student groups to engage primary and secondary students. Examples include:

- Introducing Girl Scouts to science and technology through a STEM patch curriculum for K-12 girls, and through summer programs which provide girls with an opportunity to experience real projects and explore potential STEM careers.

- Partnering with a Society of Women Engineers chapter, offering demonstrations and hands-on activities teaching girls how engineering interacts with the world today.

Robotics
Robotics competitions are a fun, engaging way for students to apply their passion for STEM subjects. Not only do students get to creatively imagine and build robots, these competitions allow them to experience team work, develop technical proficiencies and apply problem-solving skills needed for future STEM careers. TI provides mentors, technology and sponsorships of major robotic competitions to help today’s students become tomorrow’s inventors.
University engagement

The Texas Instruments University Program is dedicated to supporting engineering educators, researchers and students worldwide. Since 1982, the program has facilitated the inclusion of TI analog and embedded processing technology in the learning experience for engineering students, including teaching materials, teaching and learning labs, design projects, and coursework. By doing this, TI aims to bridge the gap between the world of business and academia, bringing real-world engineering concepts to life for thousands of students every year.
Beyond the classroom

We partner with and support various diversity organizations, including:

- Career Opportunities for Students with Disabilities
- Great Minds in STEM
- National Black MBA Association
- National Society of Black Engineers
- Out for Work, Out for Undergrad
- RecruitMilitary
- Society of Hispanic Professional Engineers
- Society of Women Engineers

For more than 20 years, minority- and women-owned business enterprises (MWBEs) have delivered innovative products and services to TI.

“By awarding me a scholarship, you have lightened my mother's and my financial burden, helping me to put more effort into my education and learning process.”

– Scholarship recipient, University of Texas at Austin/ Texas Instruments Women in Engineering Program
Honors and Awards

TI, its business units, and employees are frequently honored for excellence and contributions to the community.

Awards

Just a few of our recent awards include:

- Working Mother, “100 Best Companies for Working Mothers”
- Minority Engineer, “Top 50 Employers”
- National Association for Female Executives, “Top Companies for Executive Women”
- Hispanic Network, “Best of the Best” list for top diversity employers
- Professional Woman’s Magazine, “Best of the Best” list for top diversity employers
- U.S. Black Engineer, “Roaring Forty” most admired employers
- Woman Engineer magazine, “Top 50 Employers”
- Glassdoor, Employees’ Choice Awards, “50 Best Places to Work”
- Ethisphere Institute, “World’s Most Ethical Companies”
- Business Insider, “50 Best Employers in America”
- TI was honored by the Chinese Institute of Engineers – USA
- TI’s factory in Aizu, Japan, was honored with the Corporate Award for Promotion of Gender Equality in the Workplace from the city of Aizuwakamatsu

TI.com/Diversity

“In order to attract and retain the very best, we must foster an environment where everyone has the opportunity to succeed.”

– Darla, senior vice president, Human Resources
TI’s commitment to equal employment opportunity extends to recruiting, hiring, training, promotion, transfers, compensation, discipline, benefits, termination and all other terms and conditions of employment. Employment decisions at TI will be administered without regard to race, color, religion, creed, disability, genetic information, national origin, gender, gender identity and expression, age, sexual orientation, marital status, veteran status, or any other characteristic protected by federal, state, or local laws.