




# **RFBF - Faith & Belief ERGs Texas Instruments**

**October 6, 2020**

Aaron Friedman, TI Jewish Initiative Chair  
Adeel Khan, TI Muslim Employee Initiative Chair  
Fern Foo, TI Christian Values Initiative Chair

## A wide-angle, high-angle photograph of a city skyline at dusk or dawn. The sky is a mix of deep blue and orange. The city below is densely packed with buildings, many of which are illuminated with warm lights. Overlaid on the image are several glowing white icons and lines. These include: a Wi-Fi symbol in the upper left; a series of three dots connected by curved lines in the upper center; a lightbulb icon in the lower center; a Wi-Fi symbol in the lower right; a car icon on the left; a house icon with a Wi-Fi symbol above it in the lower left; and a server rack icon on the right. Curved white lines connect these icons, suggesting a network or data flow across the city.



**Analog**

**TEXAS  
INSTRUMENTS**

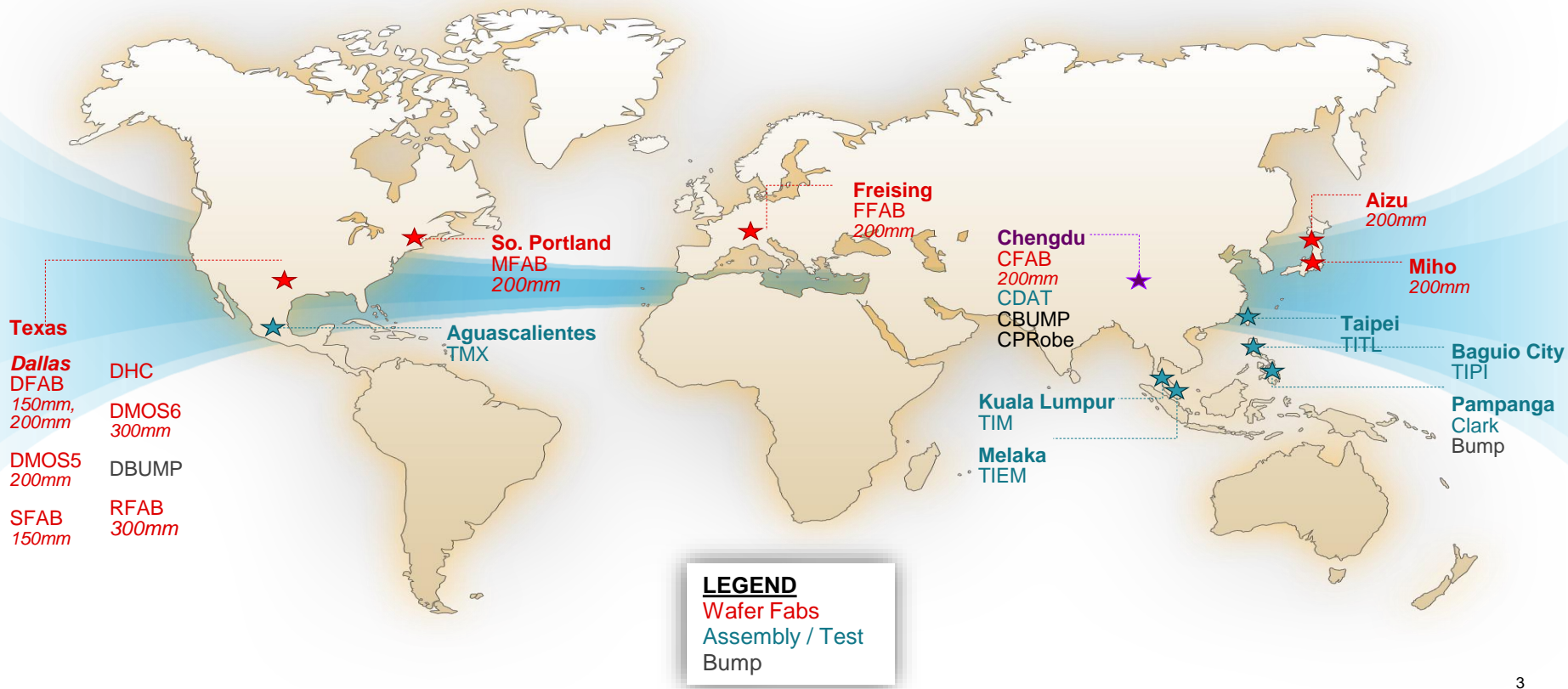


TEXAS  
INSTRUMENTS



TEXAS INSTRUMENTS

# Worldwide manufacturing sites



# Collaborate with technology's **brightest minds**

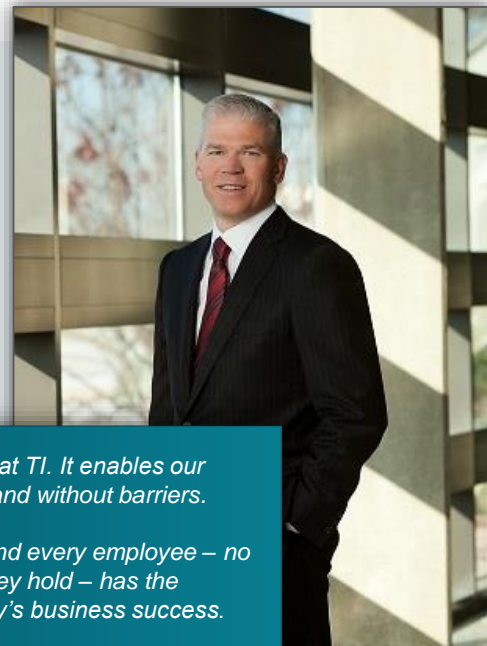


**30,000** employees in 30 countries are relentless in their drive to solve problems and help our 100,000 customers succeed.

# Diversity and Inclusion at TI

We believe our **diversity fuels innovation** and makes us a stronger company.

Our goal is to provide an environment 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.



*"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 business success.*

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

**Rich Templeton**

Chairman, President, and Chief Executive Officer





## Mission

The Muslim Employee Initiative seeks to create an environment that accelerates the career advancement and retention of Muslim employees, as well as other employees at TI and to facilitate open discussion regarding Muslim culture and religion to enable better understanding, respect and inclusion.



## Mission

The Jewish Initiative is a collaborative organization that fosters inclusion and diversity through awareness and understanding of Jewish and Israeli employees. The Jewish Initiative achieves this by cooperating with other diversity initiatives to promote an inclusive work environment where diversity is acknowledged and embraced. Its purpose is to help members accelerate their career development through networking opportunities and leadership engagement.



## Mission

The Christian Values Initiative encourages Christian Tiers to live out the values and claims of their faith in Jesus, resulting in greater creativity and productivity at work, and to treat all people with love and respect as all are created in the image of God and are loved by God.

We believe **diversity fuels innovation**

 **TI Diversity Network**

and makes us a stronger company



# TIDN focus and approach



## TIDN

The **TI Diversity Network (TIDN)** is firmly rooted in our culture and was founded in 1989. TIDN brings together 15 grassroots, employee-led diversity networks with the guiding approach to support an inclusive, diverse environment and create a positive workplace experience for Tlers. TIDN members are ambassadors of our **inclusive culture, serving as internal consultants** and working to **make our communities stronger**. Membership is open to all Tlers.

## Our focus areas

Community  
Involvement

Engagement/  
Business Resource

Recruiting

Professional  
Development



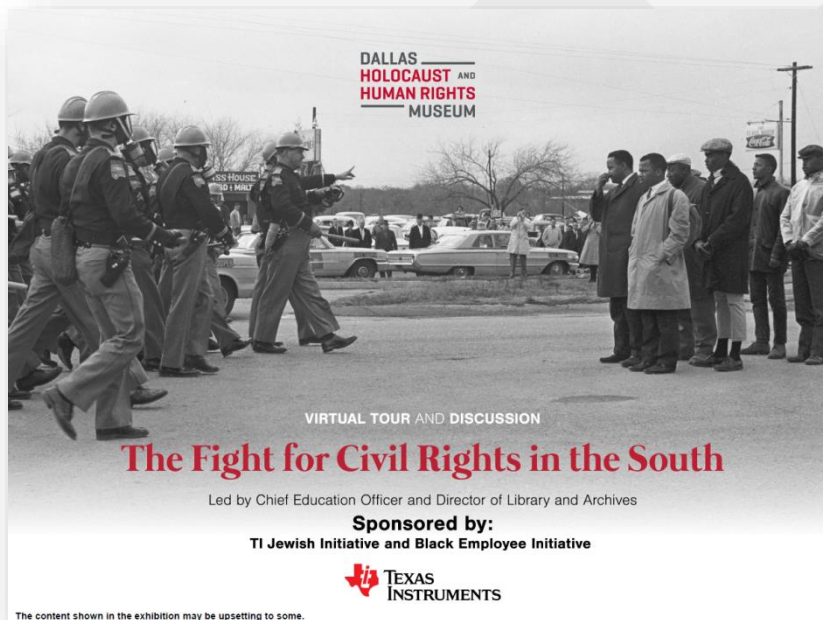
# Joint events (faith-based)

- **Religious Freedom and Inclusion Presentation**
  - History of Religion in the US
- **Joint Religious Fundraising Luncheons**
- **Religious Panel Discussion**
- **RFBF Conference**
- **Visits to Places of Worship**
- **Lunch and Learn**
- **And much more!**



*Members of our faith-based networks participated in a video discussion where they shared their beliefs and examples of how our differences can make us stronger.*

# Joint events (non-faith based)




DALLAS  
HOLOCAUST AND  
HUMAN RIGHTS  
MUSEUM

VIRTUAL TOUR AND DISCUSSION

## The Fight for Civil Rights in the South

Led by Chief Education Officer and Director of Library and Archives

**Sponsored by:**  
TI Jewish Initiative and Black Employee Initiative



The content shown in the exhibition may be upsetting to some.

## Women in the Passover Story: Leadership in Adverse and Uncertain Times

*A virtual lunch and learn*

Monday April 13, 2020 @ 11:00am CST

Join us for a one hour session on the critical role that women played in the Passover story.



# Cross-promoting events

## Leadership Insights

with Kyle Flessner, senior vice president of TI's Technology & Manufacturing Group

Join Kyle Flessner for a virtual conversation around leadership, inclusion and the elements of a successful career at TI.

Date: **Monday, Sept. 28<sup>th</sup>**

Time: **11:00 a.m. – 12:30 p.m. CST**

Location: **Webex**



*Kyle Flessner*  
Senior vice president  
Technology & Manufacturing Group

 **TI Diversity Network**

Sponsored by Unidos!, NEI, TIJI and BEI



## TIJI - Thought of the Month



**Embracing Our Fears:**

**Fear that Distances and Fear that Draws us Near**

**Thursday, June 4, 2020 @ 12:00pm CST**

Join the TI Jewish Initiative (TIJI) for a 40 minute thought-provoking session that digs into the Jewish perspective on fear- how to deal with it, harness it, and use it to enhance your life.



**This session is open all Tiers.**

 **TI Diversity Network**

TI Information – Selective Disclosure



# Summary



Respect

Collaboration

Inclusion

People and our business



**Thank** you