At TI, we believe diversity fuels innovation and makes us a stronger company. The power of one mind is multiplied when diverse, creative people bring their varied backgrounds, experiences and ideas to collaborate and create solutions that turn unconventional ideas into world-class innovations.

This happens when we cultivate a performance-based, inclusive culture that encourages each of us to contribute, to make a difference and to deliver our very best. We strive to create a culture where ideas are respected and encouraged, where we seek to remove barriers, and where our people know that they can succeed and build long-term careers.

Leaders play a vital role in shaping our inclusive culture. We hold our leaders accountable for building strong, inclusive and diverse teams. Through formal training and informal coaching, we work to continually equip our leaders to build their leadership skills and set the tone at the top.

We are proud of our long history of ethics and our commitment to inclusion and diversity. We know there is more work to do, and we are committed to the journey ahead.

**Our Strategy**

Our work to instill a performance-based, inclusive culture is never done; the pillars of our strategy are:

- **Advance inclusion globally.** Our diversity and inclusion office connects with leaders, human resources managers and employees to promote and advance our inclusive culture through communications, training and engagement. Some topics include unconscious bias, exploring how diversity and inclusive behaviors can impact business results, increasing awareness of how diversity can positively impact productivity and innovation, and learning how to use inclusion tools and strategies to position all employees for success. Our diversity network and 15 employee resource groups serve as internal consultants and as ambassadors of our inclusive culture.

- **Hire diverse talent.** We continually seek diverse and innovative thinkers from...
a breadth of backgrounds to join our team. We partner with a diverse mix of universities, consortiums and programs to broaden our outreach to future TIers. We use our college recruiting programs, such as internships and rotational programs, to provide meaningful work and development opportunities to accelerate people's careers with TI. In recent years, we have launched new programs, including an initiative to attract and hire veterans and a returnship program for experienced professionals returning from a career break. Both broaden our access to great talent with a variety of backgrounds and experiences.

- **Cultivate a diverse leadership pipeline.** We have programs to develop and retain a high-performing, diverse pipeline of talent so our leadership reflects our workforce. We are committed to growing our leaders from within, and we emphasize inclusion and diversity across our high-potential and leadership development programs and initiatives. We use targeted programs, such as our Women for Technical Leadership initiative, to accelerate progress.

- **Invest in our future through science, technology, engineering and math (STEM) education.** We invest heavily to help build the next generation of engineers through community involvement and giving. In the past five years, we have given more than $150 million to advance K–16 STEM education, with an emphasis on helping better prepare girls, Hispanics and African Americans, who are traditionally underrepresented in STEM fields. TIers around the globe give their time and money to support and mentor students in STEM subjects and help inspire them to discover how math and science can provide a pathway to exciting and fulfilling careers.

**Women for Technical Leadership**

TI's prestigious Technical Ladder (Tech Ladder) recognizes and rewards elected members who make innovative contributions and demonstrate visionary technical leadership that keeps our company at the forefront of the industry. The Tech Ladder is a career path that is highly selective with increasing levels of responsibility. In early 2016, we seized on an opportunity to make it stronger. We launched Women for Technical Leadership to inspire and prepare a more diverse pool of early- and mid-career talent to be competitive and ready for Tech Ladder membership.

The Women for Technical Leadership initiative requires a one-year commitment and consists of a mix of targeted experiences, customized training, coaching, leadership insights and exposure. One of the unique and pivotal elements of the initiative is the assignment of a personal coach for each participant. The coaches are experienced, high-performing technical experts and serve — in collaboration with the participant’s manager — as advisers in the areas of project work, assignments, and the shaping and execution of development plans. They also serve as advocates for the participants within the broader technical community.

We integrate customized workshops and training that focus on strengthening critical leadership skills and enabling visibility to officers and decision-makers. In 2017, we introduced the Leading with Confidence workshop. This interactive and highly engaging forum provided context and techniques on how to build confidence; it included an engaging panel discussion with
technical and business female leaders and concluded with a roundtable with our senior vice president of human resources.

Moving into the third year of the program, our insights and learning have enabled us to make improvements to our Tech Ladder. Our focus has resulted in encouraging results, and for the women who have successfully completed the program, a sense of community has emerged. Participants are leveraging their experiences to educate and inspire other women to pursue higher-level technical opportunities at TI and to compete for spots in the next cohort.

We plan to expand our efforts with additional Women for Technical Leadership cohorts in key international sites in 2018. While we recognize it takes time and a sustained focus to get better, we are moving in the right direction and making progress that is reflected in the investment in our talent.

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