



ERG LEADERSHIP HANDBOOK



COMPANY **Texas Instruments**

ERG **Muslim, Christian and Jewish ERGs**

As a global company, the Texas Instruments workforce represents a wide range of diverse worldviews, and for many employees, faith forms the foundation of their core values and self-identity. Company leaders recognize that respecting differences is the key to inclusiveness and that freedom of religious expression means not discriminating against people who do not share the same religion.

The company offers 15 employee networks, including Muslim, Christian, and Jewish employee resource groups (ERGs) that regularly host forums to discuss religious differences — and similarities. Such groups have been a part of the company's fabric since 2000 and provide a safe space for people to connect and learn. Each of the company's three faith-based ERGs host events for its membership, but they also collaborate and work together on a regular basis.

Some examples of co-sponsored, interfaith events include:

- Representatives from the Muslim, Jewish and Christian ERGs recently participated in a moderated panel discussion, When Faith Meets the Workplace, focused on how to engage in respectful, spiritual conversations, even if you have different perspectives.
- The three ERGs partner to offer faith-based roundtable discussions focused on

Texas Instruments Unites

Over the course of several weeks, multiple tragedies took place around the world, including the shooting deaths of five Dallas Police officers.

In response to these events, faith-based ERGs at Texas Instruments joined together to bring employees an event – Texas Instruments Unites. The event took place in the company's auditorium. All 15 of the company's ERGs played a role and more than 250 employees participated. The event offered employees a way to remember those lost, and come together to show support, no matter their background or beliefs.

The event was closed with prayers offered from Jewish, Muslim and Christian religious leaders in the community. The event is a powerful reminder of the role ERGs can play in bringing people together from different backgrounds, cultures and religions to make a difference and inspire in times of uncertainty or tragedy.

breaking down barriers, building bridges and fostering a greater understanding of different religions.

- Another initiative paired ERG members across faith groups to visit area churches, synagogues and mosques to learn more about different expressions of faith. Through the first-hand experience, employees realized they have more in common than they thought.

Collaboration among faith-based ERGs can serve as a bridge between different ideologies, and the potential for connection and impact is significant. Faith-based events

are open to Texas Instrument employees of all faiths, and even those with no faith, to provide opportunities to learn more about a colleague's beliefs, or participate in specific initiatives or opportunities. The potential for impact and connection is significant.

Respecting religious differences and collaborating across faith communities has become increasingly important in building an inclusive culture. By offering faith-based ERGs, Texas Instruments provides employees opportunities to break down boundaries, build trust, and find common ground. As employees find commonality, they form more cohesive and productive working relationships.

"If you know someone from another faith, you are more likely to have positive views about that faith."

Siraj Akhtar, Texas Instruments Muslim ERG member

"I've often thought my life is richer because of the interfaith friendships I've formed as a result of my involvement in TI's religious diversity initiatives. We work together to make our teams and our company successful."

Craig Dalley, Texas Instruments Christian Values ERG member

"Being able to appreciate other people and understand where they're coming from in life gives me more insight into the person and what they care about when they're doing their job. Knowing them better helps me understand how I can help them, and what they can offer me."

Jason Rosen, Texas Instruments Jewish ERG chair