

# DEIB Reflections 2023

## Justice Pillars

The focus of DEIB at TXI in 2023 centered on our [four justice pillars](#) and cultivating partnerships within the communities already leading work in these areas.

1. Racial Justice
2. Environmental Justice
3. Disability Justice
4. Gender Justice

We engaged in a deeper understanding of these pillars, their interconnectedness, and how we might use our privilege and passion most effectively. In 2023, we particularly focused on how each of these pillars intersected with class.

We also continued our commitment to TXI's Sustainable Giving Fund. In 2023, we supported these non-profit organizations working in the racial justice space with direct grants totaling \$4500: Creating Restorative Opportunities and Programs, Organized Communities Against Deportations, Community Care Collective 33, Peoples Station Response Team, and 1st Nation Tech Council. In the environmental justice space, we supported these organizations with direct grants totalling \$3000: Urban Growers Collective, Indigenous Climate Action, Forest Preserve Foundation, and Water Protector Legal Collective. We supported the following non-profit organizations working in the disability justice space with direct grants totalling \$1500: Fireweed Collective, Autistic Women & Nonbinary Network, and Crip News. And in the gender justice space, we supported these organizations with direct grants totalling \$5500: Harbor Camps, Third Wave Fund, Girl Forward, Women Employed, Female Strong, and Assata's Daughters.

## Gender Justice

As part of our investment in the four justice pillars, we conducted significant qualitative and quantitative research into women's experiences at TXI based on employee engagement data gathered at the beginning of the year that showed divergent experiences for men and women at TXI. The findings from that research prompted us to reimagine our approach to career progression (work ongoing in 2024) as well as a focus on an equitable and inclusive culture of critique.

## TXI's ESOP Status

Throughout 2023, [TXI embraced the mindset of being 100% employee-owned](#) through an employee stock ownership plan (ESOP). The transition from private ownership to ESOP allowed TXI to retain its organizational culture and core values of diversity, equity, inclusion, and belonging. TXI will continue to grant additional shares to employees annually, a practice that has been [shown to reduce wealth inequality](#).