From: Oracle Human Resources <sendmail.ww@oracle.com>
To: Oracle US Employees <sendmail.ww@oracle.com>
Sent: 12/13/2016 1:49:58 PM
Subject: Dimensions of Diversity Newsletter – December 2016

Oracle Human Resources

Oracle logo

Dimensions of Diversity

In this issue...

Diversity in the News

- Dimensions of Diversity Newsletter January Release Update
- Oracle Sponsors 2016 Grace Hopper Women in Computing Conference
- 12th Annual Oracle Diwali Celebrations, Festival of Lights
- Oracle HQ Accessibility Conference Was a Sailing Success

Community Impact and Engagement

- OPERATION Care and Comfort Holiday Care Package for Deployed Troops 2016 Event
- Judges Needed for Greene Scholars Program Science Fair, January 28

Employee Resource Group and Affinity Group Spotlight

- Oracle Pride Employee Network (LGBT and Allies) Launches an Ally Community
- Hispanic Heritage Month at Oracle Orlando
- Oracle Pride Employee Network (LGBT and Allies) Sponsors Events for 2016 Coming Out Day
- Work with Pride Awards Oracle Japan with Silver Level Recognition
- Get Connected with Your Colleagues

Veteran's Voice

- Oracle Military Veterans Continue to March Forward to 2017
- The Veteran Guidon Program Seeks Military Veteran Mentors and Coaches
- Support the Injured Veteran Internship Program
- Get Your Aria Veteran Badges
- Get Involved with Veteran Initiatives by Becoming a MAVEN Member

Ability Matters

UPCOMING EVENTS

December 27 –
Northern California HBCU Holiday Event, Oakland, California

January 13 –
Oracle Veteran Talent Connection, Redwood Shores, California

January 17 –
Inclusion Matters and Engagement – A Business Strategy Webcast

January 28–29 –
Greene Scholars Program Science Fair and Awards Dinner, San Jose, California

February 18 –
UNCF A Mind Is Gala, San Francisco, California

February 21 –
Leave No Veteran Behind, Chicago, Illinois

February 23–26 –
Lesbians Who Tech, San Francisco, California

- International Day of Persons with Disabilities Observed on December 3

Mentoring Moments

- Critical Things Smart People Never Say

Learning and Development

- Stay Informed—New Business and Technical Alerts from Safari
- What's Diversity and Inclusion Reading: *Making the Business Case for Employee Resource Groups* by Theresa M. Welbourne and Lacey Leone McLaughlin

Accessibility Tips

- Media Accessibility

Oracle Womens' Leadership (OWL)

- OWL and Professional Business Women of California Co-Sponsor Event in Rocklin

Diversity in the News

Dimensions of Diversity Newsletter January Release Update

Due to the Oracle Winter Break in the US, Diversity and Inclusion will not release a January 2017 issue of the newsletter.

If you have any questions or feedback, please contact Traci Wade, senior diversity and inclusion consultant.

back to the top

Oracle Sponsors 2016 Grace Hopper Women in Computing Conference

In October, Oracle was proud to be a Gold Sponsor of the 2016 Grace Hopper Celebration (GHC) of Women in Computing in Houston, Texas. Oracle's participation was made possible by the collaboration of many organizations including: Oracle Product Development; Oracle College and Diversity Recruiting; Oracle Diversity and Inclusion; and Oracle Women's Leadership (OWL). With more than 15,000 in attendance, GHC is the world's largest gathering of women technologists, produced by the Anita Borg Institute for Women in Technology in partnership with the Association for Computing Machinery. Co-founded by Dr. Anita Borg and Dr. Telle Whitney in 1994 and inspired by the legacy of Admiral Grace Murray Hopper, GHC brings the research and career interests of women in computing to the forefront.

Oracle had 40 women attendees who participated in general keynote sessions, as well as presentation clusters that included multiple tracks under the topics of Career, Emerging Tech/Best Of, Open Source World, Products A–Z, and Technology.

Oracle also participated in the Career Expo with an Oracle Career Booth, where Oracle Recruiting and Technology employees discussed Oracle products and the prospect of working at Oracle with prospective candidates. In addition, Oracle Systems' employees demonstrated Oracle's SPARC S7 system, and attendees participated in a software game, resulting in an iPaddrawing.

"Working the Oracle booth at Grace Hopper 2016 was a great and exciting learning experience for me," says Danielle Zhu, hardware engineer, Oracle. "We wanted to bring Oracle technology to the public, so we did just that. At our booth, we displayed several SPARC processors, a wafer from our chip production process, and a SPARC S7 server. The response at the booth was overwhelming, and there were times when conference participants had to line up to wait for the opportunity to talk to an Oracle employee. This proved to me that there are many young female engineers out there from different academic and social backgrounds who are excited and interested in Oracle technology. Our representation serves as both an investment for Oracle's future and a great way to promote women in engineering."

Oracle will also be actively participating in the Grace Hopper Celebration of Women Conference in Bangalore, India, from December 7–9, 2016.

back to the top

12th Annual Oracle Diwali Celebrations, Festival of Lights

On November 4, Oracle employees attended the 12th Annual Oracle Diwali Celebrations, Festival of Lights, at Oracle headquarters in Redwood Shores, California. During the celebration Thomas Kurian, president, Oracle Product Development, presented the Award of Excellence on behalf of the Diwali team to founder Jyotsna Bendapudi, principal software engineer, Oracle Fusion Apps Performance, for her 10 years of leadership skills in organizing and directing the Diwali program. Jyotsna was a role model for several employees in multiple Oracle office locations to adapt Diwali festival celebrations.

"I celebrate Diwali in the US with family and friends," says Thomas. "Jyotsna is continuing the tradition and it is not an easy feat to manage a large-scale event for many years." He also wished all Oracle employees a "Happy Diwali."

"I'm proud to be an employee of Oracle," says Jyotsna. "It has been a great honor to be recognized and rewarded."

Barbara Williams-Hardy, managing director, Oracle Diversity and Inclusion, and Alicia Ambrosini, Reach program director at Oracle HQ, attended the Oracle Diwali event and received mementos of appreciation from Thomas Kurian.

back to the top

Oracle HQ Accessibility Conference Was a Sailing Success

Oracle

Oracle's Accessibility Program Office held its annual Accessibility Conference at HQ in Redwood Shores, California, from October 10 to 12, with JAWS screen reader classes before and after the main conference. The conference provides accessibility training to Oracle employees so that the Corporate Mandate for Accessibility can be done properly. More than 150 employees attended from around the globe, covering a wide variety of lines of business and job roles.

This year's conference featured keynote speaker Jennifer Sheehy, deputy assistant secretary from the Office of Disability Employment Policy, US Department of Labor. Jennifer provided some excellent anecdotes about her life that included sailing, as well as making many comparisons of Oracle's accessibility practices and the Department of Labor's inclusion statements.

"By making products accessible, we allow users to be on a level playing field," said Jennifer during her keynote. "It gives a feeling of freedom and opens a door to a life that feels it's going to be okay to have a disability. It allows the disability to be just a part of a person you are so you don't have to hide it and can get your job done. Accessible technology is a game changer for people with disabilities."

After her keynote, Jennifer toured the winning America's Cup boat, and then met with Oracle executives from HR and Legal.

A full recap, including the presentation slides and recordings of all the sessions, is available at the Accessibility Conference at HQ page. Additional training materials are also on the Oracle Accessibility Training Materials page.

For more information about this event or future training conferences, please contact Michele Van Doozer.

back to the top

Community Impact and Engagement

OPERATION Care and Comfort Holiday Care Package for Deployed Troops 2016 Event

More than 20 Oracle Diversity and Inclusion volunteers were part of the 200 that supported the OPERATION Care and Comfort (OCC) Military Care Package Program on November 13 at Avaya Stadium in San Jose, California. It was an especially festive occasion with some

volunteers donning holiday hats and jingle bells. Volunteers helped sort donations, pack, and label hundreds of care packages for troops deployed overseas.

Oracle

The OCC Military Care Package Program provides support and comfort to “adopted” units of deployed US military service members serving in Iraq, Afghanistan, and conflict regions by sending care packages containing needed items. In its sixth year of serving our troops and made up of all volunteers, OCC ships to up to 200 units each month to the troops.

“My family and I had a great time volunteering,” says Krisann Neubauer, senior project manager, Oracle. “It was great to meet some fellow Oracle colleagues and work to provide our service men and woman a little happiness and comfort for the holidays.”

back to the top

Judges Needed for Bay-Area Greene Scholars Program Science Fair, January 28

Oracle is proud to support the Greene Scholars Program (GSP), which will host its 15th Annual Science Fair, which is a key cornerstone of the program. GSP leverages a unique collaborative model to help youth successfully complete higher education in STEM (science, technology, engineering, and mathematics), and serve as positive role models and contributors to their communities in the San Francisco Bay Area.

GSP has continued to grow and anticipates 130 scholars participating in the January 2017 Science Fair. Volunteers are needed to serve as judges during the Science Fair, and GSP is seeking individuals from a variety of professions such as teachers, administrators, scientists, engineers, and corporate careers. With a cross-section of individuals in a variety of fields participating as volunteers, this event also serves as a great networking opportunity.

Volunteers are given scientific judging criteria and work in teams to evaluate Science Fair projects and Scholars’ presentations. A brief training session is provided for judges the day of the event.

The GSP Science Fair is on January 28, 2017, from 9 a.m. to 1:30 p.m. (PT) at Cypress Semiconductor, Building 6, 198 Champion Court, San Jose, California. The GSP Science Fair Awards Ceremony and Banquet is on January 29 from 2 to 5 p.m. (PT) at the Dolce Hayes Mansion, 200 Edenvale Avenue, San Jose, California.

If you would like to volunteer as a judge or attend the banquet, email US Diversity and Inclusion.

back to the top

Employee Resource Group and Affinity Group Spotlight

Oracle Pride Employee Network (LGBT and Allies) Launches an Ally Community

Oracle Pride Employee Network (OPEN–LGBT and Allies) hosted its first ally-focused event on October 20, in Santa Clara, California. This was an informational panel on the organization’s history and benefits. The panelists included current and past local and national PFLAG office holders, all of whom got involved when a loved one came out of the closet to

them. PFLAG, formerly known as Parents, Families, and Friends of Lesbians and Gays, has grown into a support organization for parents and friends of gays, lesbians, bisexuals, transgender, queer, and questioning people.

“The panelists themselves had heartwarming personal stories to share,” says Sujesh Sundaram, software developer, Oracle. Carrie Elm, internal customer technical support, Oracle, adds, “It was great to hear the panelists’ stories of initial fears and concerns for their LGBTQ children and how support from PFLAG ultimately made them better equipped to understand and help their loved ones.”

As parents and siblings, the PFLAG panelists said they were able to put on an accepting face for their loved one. When alone, they initially worried about social and employment restrictions, as well as diseases and happiness of their loved ones. Learning that they weren’t alone and discovering coping mechanisms and growth techniques have been valuable to all members. When family and pastors turned them away, they found support at PFLAG.

“Having allies is important, and Oracle is a big ally for its employees,” says Valerie Fenwick, manager of Oracle Software Development. Cynthia Chin-Lee, senior manager of Oracle Information Development, says, “I learned from the panel about how difficult and scary it is for people to come out, as well as our audience.”

back to the top

Hispanic Heritage Month at Oracle Orlando

September 15 to October 15 is National Hispanic Heritage Month, when we celebrate heritage and culture, and recognize their contributions in the US.

In observance of this month, an event was hosted by Hispanic Oracle Leadership Association (HOLA) Orlando. Since last year, the Orlando office has had a significant increase in the Hispanic community and it has been great to introduce them to HOLA.

The celebration started on September 15 when signs with Spanish words and phrases were displayed throughout both buildings to teach Spanish to everyone. This was followed by a coffee-tasting featuring Latin-America flavors. Employees had the opportunity to try these coffees and meet with other colleagues, sharing experiences.

“The Guatemalan coffee was spot on,” says Leona Davis, senior technical support engineer, Oracle. “It leaves a sweet taste along with the pep. I need some of that every morning. Many thanks for sharing.”

On September 20, a Zumba class was provided for anyone who wanted to try dancing to Latin rhythms.

During this month, the organization featured three contests with a theme focused on “Being a Hispanic in the US.” Employees and their families were able to participate via a drawing for kids, photography, and essay writing. The winners were selected by popular vote at the closing lunch event.

The Hispanic Heritage Luncheon hosted more than 300 employees who savored Latin cuisine and listened to Latin music. The HOLA community lead welcomed the participants and presented the mission, objectives, past events, and plans for the future.

Many expressed their gratitude. “It was amazing, thank you,” says Manuel Cruz, bilingual customer service admin support, Oracle.

back to the top

Oracle Pride Employee Network (LGBT and Allies) Sponsors Events for 2016 Coming Out Day

October 11 marked the 28th anniversary of National Coming Out Day in the US, a day now celebrated worldwide. The first National Coming Out Day was held on the anniversary of the National March on Washington for Lesbian and Gay Rights.

Various LGBT organizations provide resources for LGBT to come out and for allies supporting them through this process. The Human Rights Campaign (HRC) says this about the importance of coming out: “When people know someone who is LGBTQ, they are far more likely to support equality under the law. Beyond that, our stories can be powerful to each other.”

This year OPEN representatives at Oracle offices in Mexico, The Netherlands, and Spain commemorated the day and raised awareness in the following ways:

- René Duijn, Oracle Amsterdam (OPEN EMEA geo lead), and the local team posted banners and provided educational brochures for local employees.
- Roberto Boccardi, Oracle Madrid (OPEN’s Spain diversity lead), and the local team posted banners, provided rainbow candies, and posted this announcement.
- Jorge Vidal Ortiz Torres, Oracle Guadalajara (OPEN Mexico’s geo lead), and the local team displayed this YouTube video series during lunch regarding the benefits of coming out and hazards of life in the closet.
- Oracle Guadalajara also hosted a Coffee Talk Event to share stories, discuss the importance of coming out, and talk about what it is like for employees to feel comfortable bringing their authentic selves to work.

back to the top

Work with Pride Awards Oracle Japan with Silver Level Recognition

On October 26, representatives from Oracle Japan attended Work With Pride's annual conference during which Oracle Japan received a Pride Index Silver Rating. The Pride Index rates how LGBT-friendly the company's work environment is, rating companies Gold, Silver, or Bronze based on how they score against the following five business practices:

- **Policy**—Does the company have a publicly disclosed nondiscrimination policy?
- **Representation**—Does the company have a forum for LGBT and Allies?
- **Inspiration**—Does the company provide training and education related to sexual minorities?
- **Development**—Does the company offer such things as domestic partner benefits and transgender healthcare plans?
- **Engagement/Empowerment**—Does the company sponsor or attend events promoting social responsibility?

A Gold rating is given to a company scoring 5 out of 5, Silver is 4 out of 5, and Bronze is 3 out of 5. More than 80 companies applied to be rated. Oracle Japan was recognized with the Silver rating and was cited as having excellent practices in the area of representation by having the OPEN: Oracle Pride Employee Network (LGBT and Allies) Employee Resource Group.

Ken Kozumi (co-lead, Japan OPEN), Yoshiko Nakano (lead, Japan OPEN), Yukiko Endo (HR Head, Oracle Japan HR), and Midori Kawamukai (member, Japan OPEN)

Speaking about their local OPEN community and the recognition from Work With Pride, Yukiko Endo, HR head, Oracle Japan Human Resources, says, "The OPEN Japan, LGBT and Allies community, started in 2015, is a very unique community that was started by a very small group of allies whose passion is to create an LGBT-friendly workplace. This has expanded to other allies, to LGBT employees, and to human resources. We were very happy to receive the Silver rating this year and hope to win Gold next year."

back to the top

Get Connected with Your Colleagues
Get connected with your Oracle colleagues today by joining an Employee Resource Group (ERG) or an Affinity Group.

Employee Resource Groups
At Oracle, ERGs have a business purpose in addition to being social organizations that foster an inclusive, supportive, and engaging work environment. ERGs are aligned with the Oracle's Diversity and Inclusion strategy and with Oracle's business objectives. ERGs have an approved leadership structure and an executive sponsor. Currently Oracle's ERG include

- **African-American Business Leaders for Excellence** (ABLE)
- **Hispanic Oracle Leadership Association** (HOLA)
- **Military and Veteran Employee Network** (MAVEN)
- **Oracle Pride Employee Network** (OPEN) (LGBT and Allies)
- **Oracle Professional Asian Leadership** (OPAL)

Affinity Groups
Affinity groups are internal employee networks composed of employees who meet and network through email to explore common work and social interests. Some of Oracle's Affinity

Groups include veterans and employees with disabilities.

Take a look at the complete list of Employee Resource Groups and Affinity Groups.

back to the top

Veteran's Voice

Oracle Military Veterans Continue to March Forward to 2017

Veteran's Voice

As the new year approaches, it's appropriate to acknowledge what we have accomplished and achieved this past year; a year of highlighting our military veteran employees and educating Oracle US employees on some of our history, traditions, and dates.

The Military and Veterans Employee Network (MAVEN) Employee Resource Group celebrated its one-year anniversary and a 100 percent increase in membership. Fourteen communities were established and hosted more than 20 events coast to coast. Increased partnerships between Oracle's Diversity and Inclusion, Veteran Recruiting, and MAVEN resulted in external hiring events and panels, networking mixers, speaking engagements with senior executives, and even an inaugural flag raising ceremony. And the flag helped to keep all of us focused.

The display of the national colors is a time-honored tradition to mark a historical event or ceremony. We can recall the raising of the flag on Iwo Jima, on the moon, above a pile of rubble after 9/11, and by marking significant historical events in our nation's history such as Presidents Day, Memorial Day, Independence Day, and Veterans Day; and this year, for the first time all four are Oracle holidays in the US. Onward to 2017 with bigger goals and greater accomplishments.

back to the top

The Veteran Guidon Program Seeks Military Veteran Mentors and Coaches

The Veteran Guidon Program (VGP) wants you to be a Black Hat—a military veteran mentor and coach for newly hired military veteran Oracle employees.

For those unfamiliar with the term, Black Hats are military subject matter experts in their respective field(s) that newbies looked up to for training, guidance, and leadership. Often they were revered for their experience and skills; they took the phrase "lead by example" literally and backed the talk. This is a shout out to future Oracle Black Hats to lead and share your experience and skills with our newly transitioned veteran employees. Recall your own transition to Oracle's unique culture and share your secrets of successful onboarding.

The mission of the VGP remains the same: to engage newly hired military veterans and orient them into the corporate culture by providing a senior guide as they transition to the Oracle culture.

For more information on the VGP, either as a newly hired veteran or Black Hat, please contact Gerry Borja, senior Oracle Diversity and Inclusion consultant—veterans.

back to the top

Support the Injured Veteran Internship Program

Oracle Diversity and Inclusion sponsors—at no cost to the line of business—the Injured Veteran Internship Program for transitioning US military veterans who have been injured in the Iraq and Afghanistan campaigns. If you are interested, please email Gerry Borja, senior Oracle Diversity and Inclusion consultant—veterans.

back to the top

Get Your Aria Veteran Badges

Oracle recognizes the tremendous sacrifice that our service men and women have made to protect our freedom and our way of life. Furthering our commitment to veterans, Oracle's Diversity and Inclusion introduced the **Aria Veteran Badge** to provide special recognition of our nation's heroes. By displaying this distinguishing accolade as part of their Aria profile, our veterans can voluntarily identify themselves as someone who has bravely served our country.

Veteran Badges

To request the Veteran Badge for your Aria profile, simply email Oracle US Diversity and Inclusion to request your badge by choosing the appropriate link below. Be sure to include your email address and the name of the badge you are requesting in the body of the email. Your request will take one week to process and you will receive a confirmation email with instructions on how to display your Veteran Badge on your Aria profile (if your profile is already set up to display badges, your Veteran Badge will automatically appear when processed).

Choose your Veteran Badge.

- Request US Air Force Badge
- Request US Army Veteran Badge
- Request US Coast Guard Veteran Badge
- Request US Marine Corps Veteran Badge
- Request US Navy Veteran Badge

back to the top

Get Involved with Veteran Initiatives by Becoming a MAVEN Member

The Oracle Military and Veteran Employee Network (MAVEN) is an employee-led resource group to enrich professional and leadership development of employees who are US military veterans by fostering mentoring, recruitment, retention, and community engagement to advance diversity and inclusion within Oracle to drive business and career outcomes. Membership in MAVEN is open to all Oracle employees. To join

1. Log in to Access Provisioning System (APS), using your Single Sign-On (SSO) login

information.
2. Select **Request Access** tab.
3. Enter **MAVEN** into the Search field and set Group Action to **Subscribe to Groups and For Myself.**
4. Click **Search** and the group you entered in the Groups Name field should appear in the Available Groups box.
5. Click **maven_erg_us_grp** to select it and click **Add to Cart.**
6. Click **Next Step** at the top of the page and proceed to **Checkout**
7. Enter a reason why you want to join the group and then click **Submit.**

Your request will be routed to the group owner, who will be responsible for approving the addition of your name to the group distribution list.

back to the top

Ability Matters

International Day of Persons with Disabilities Observed on December 3

Oracle's culture of diversity and inclusion creates an environment where all employees are inclined to share their ideas. Managing differences to create an inclusive environment allows various ways of thinking, communicating, and collaborating to evolve into innovative suggestions and new perspectives.

When individuals encounter differences—such as culture, language, or disability, for example—these differences are sometimes avoided out of fear for saying something wrong. By speaking about our differences while recognizing similarities, we can engage in meaningful conversations to learn more about others and ourselves. As an example, the United Nations' (UN) International Day of Persons with Disabilities is annually observed on December 3 to re-affirm and draw attention to the rights of people who live with disabilities.

The United Nations Decade of Disabled Persons was held from 1983 to 1992 to enable governments and organizations to implement measures to improve the life of disabled persons all over the world. On October 14, 1992, as the decade drew to a close, the UN General Assembly proclaimed December 3 as the International Day of Disabled Persons. This day was first observed on December 3, 1992, and renamed in 2007 to the International Day of Persons with Disabilities.

To learn more, see our communication tips and other tools available on Oracle's Disability Programs and Resources Page.

back to the top

Mentoring Moments

Critical Things Smart People Never Say

Over the course of a career, we learn, at times the hard way, that things that we say can be taken out of context or leave the wrong impression. This is an area that mentoring pairs are encouraged to discuss and address. Some phrases and figures of speech enter your "thought chamber" as harmless comments, but once they're expressed, we may underestimate the

Mentoring Moments

way that those words are processed by the recipient. The link below will take you to an article that covers this topic. Most of us have used the phrases that are covered in this article, or have given thought to using them at some point in our lives.

Read the full blog entry for more insight and important learning.

back to the top

Learning and Development

Stay Informed—New Business and Technical Alerts from Safari

Information Matters

Oracle's Virtual Information Services (VIS) team partnered with Bob Belderbos, Oracle software developer, to create a Safari Books Online application that allows you to set up email alerts so you can receive notifications any time a new book or video is added to Safari Books Online that meets your needs. Whether you are interested in change management, python, cloud, leadership, or presentation skills, you can now have the information from Safari Books Online you care about delivered to your inbox.

You can select publishers, categories, or keywords of interest to you, so you never miss a new business, or technical book or video. For example, you can choose to be alerted when new titles are published by Harvard Business Review Press, O'Reilly, Oracle Press, or MIT Sloan Management Review.

Access the Safari Books Online Email Alert Services site today to set up your alerts.

back to the top

What's Diversity and Inclusion Reading

Making the Business Case for Employee Resource Groups
by Theresa M. Welbourne and Lacey Leone McLaughlin

There has been an evolution and growth of Employee Resource Groups (ERGs) over the last 30 years. They are referred to as not only ERGs, but also as business resource groups, resource groups, and employee networks. The various names signify a movement away from their original goals of supporting diversity and inclusion to being broader and more business-focused.

During a two-day event, the authors strove to understand how ERGs can help develop new leaders in organizations, how ERG leaders can assist their members in advancing their own careers, and how ERGs can pursue multiple goals to drive individual, ERG team, and organization performance. Above all, participants focused on how this work would translate into actions within their own organizations.

Read the full ERG article to learn more.

back to the top

Accessibility Tips

Media Accessibility

Did you know that one of the first TV shows with captioning for the deaf was Julia Child's "The French Chef" in 1972, and that "The Simpson's" has had video description for the blind ever since its first episode in 1989? Multimedia is the delivery platform of choice for most marketing, training, and social communications, but without captioning and video description, people with hearing and vision impairments cannot access the information.

Oracle's Accessibility Program Office recently featured Larry Goldberg, director of Accessible Media at Yahoo, at one its monthly brown bags. Larry is one of the world's authorities on the production of captions and video description for TV, movies, and digital media, and has served as an expert advisor to corporations, government, consumers, and advocates. Watch the OTube video Media Accessibility to hear Larry discuss the history of captions and video descriptions and give practical advice on how to add them to your multimedia.

For more information about the monthly Accessibility Brown Bag or accessibility questions, please contact Michele Van Doozer.

back to the top

Oracle Women's Leadership (OWL)

OWL and Professional Business Women of California Co-Sponsor Event in Rocklin

On October 19, Oracle Women's Leadership and the Professional Business Women of California jointly sponsored an event in Rocklin. More than 100 participants from across the Sacramento, California region attended this event, and they represented a wide variety of technology and other notable firms in the area.

Author and coach Amy Ahlers gave an inspiring talk about silencing one's inner critic and amplifying one's inner wisdom. Through a mix of presentation, participant-to-participant sharing, and individual exercises, participants came away with a new framework for thinking about themselves and their work and specific actions that they could take to improve their professional performance.

Oracle's Brittany Hurd, senior OWL consultant, says, "Amy is a warm and engaging presenter and many participants reported to me that they learned a lot and were glad to have attended."

For more information about the topic, read the book *Reform Your Inner Mean Girl*, co-authored by Amy.

back to the top

To learn more about Oracle Women's Leadership, your local community, or to join OWL, visit the OWL website, join the OWL Oracle Social Network (OSN) Conversation, and follow the OWL blog.

Please email questions to Oracle Women's Leadership.

Oracle Women's Leadership

back to the top

For More Information Contact Oracle Diversity
If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

Copyright © 2016, Oracle Corporation and/or its affiliates. All rights reserved.

CONFIDENTIAL ORACLE_HQCA_0000053654

Oracle Confidential – For Internal Use Only.

Oracle Corporation - Worldwide Headquarters
500 Oracle Parkway, Redwood Shores, CA 94065 U.S.A.