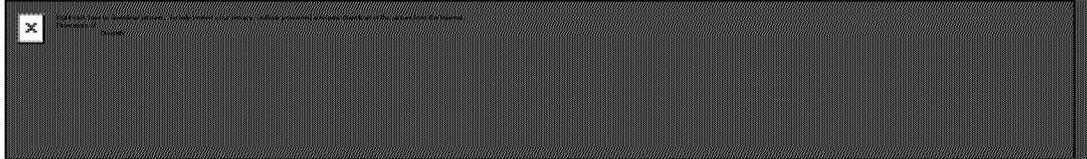


From: Oracle Human Resources <sendmail.ww@oracle.com>
Sent: Wednesday, December 09, 2015 4:28 PM
To: Oracle US Employees
Subject: Dimensions of Diversity Newsletter – December 2015



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January 27 –
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- [Mentoring at Oracle](#)

Information Matters

- [New Virtual Library Tips OTube Channel](#)
- [What's Diversity and Inclusion Reading](#)
[The Genius of Opposites: How Introverts and Extroverts Achieve Extraordinary Results Together](#) by Jennifer Kahnweiler

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- [What's Up on the Oracle Diversity and Inclusion WIKI?](#)

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Diversity in the News

Dimensions of Diversity Newsletter January Release Update

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

If you have any questions or feedback, please contact [Traci Wade, senior diversity and inclusion consultant](#).

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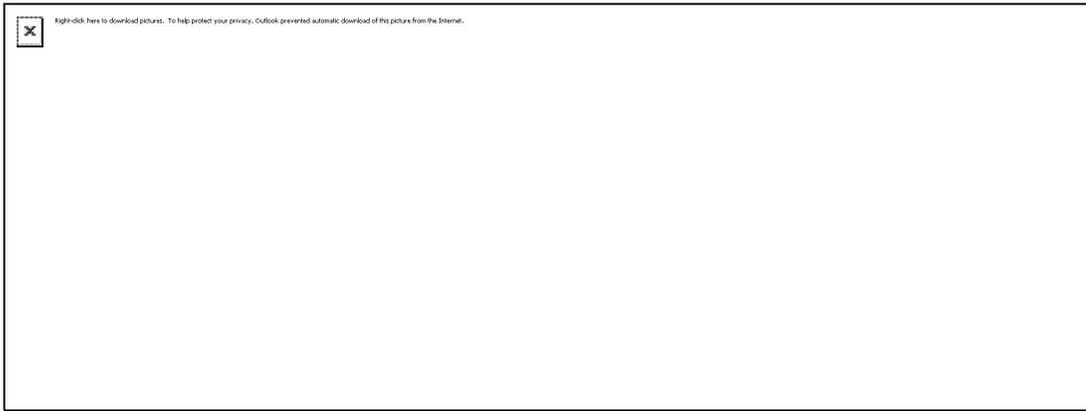
Oracle-Sponsored Upcoming Events

If you would like to attend, volunteer for, or learn more about Oracle's upcoming sponsored events, please contact [Traci Wade, senior diversity and inclusion consultant](#).

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Diversity and Inclusion and Employee Resource Groups Host Third Global Leadership Summit at Oracle OpenWorld

Oracle Diversity and Inclusion, in partnership with Oracle's Employee Resource Groups (ERGs), hosted the Third Global Leadership Summit during Oracle OpenWorld San Francisco 2015. The summit was attended by customers and partners, and the theme was, "What's Your Blind Spot? Understanding the Impact of Unconscious Bias."



The summit started with a networking luncheon where we leveraged Conversations Starters, which provided questions at each table on the topic of Unconscious Bias, as well as diversity and inclusion factoids on Oracle. Our ERG members volunteered as Thought Leaders at each table, assisting with engaging conversations.

In an inspirational keynote, Oracle CEO Safra Catz spoke of her journey coming to America and how it taught her to embrace differences so that we could come together as one to solve issues. She also inspired the audience to “be outside the box” and shared that Executive Chairman and CTO Larry Ellison sees no box that allows for unlimited creativity.



Keynote Rosalyn Taylor O’Neale, principal consultant, Cook Ross, Inc., spoke on how our talent management systems and decision-making can be riddled with bias; we have to recognize it, slow down, and pause to make more objective decisions. She also shared that our backgrounds and experiences create the lenses through which we see, interpret, and judge the world; we see the world as we are, not as it is.

Rosalyn also participated in the diverse executive panel that followed, moderated by Steven Wolfe Pereira, vice president, Oracle Brand Strategy and Marketing. Other participants were Juan Jones, senior vice president, Oracle Customer Support Services, Global Sales; Cindy Reese, senior vice president, Oracle Worldwide Operations; and Lisa Robinson, senior vice president, head of risk management, Wells Fargo Virtual Channels. The panelists shared their experiences perspectives on identifying the right talent, to go beyond lip service on hiring diverse talent, and increasing your cultural awareness to create an inclusive culture with your employees and customers.

Our closing keynote was delivered by Freada Kapor, partner at the Kapor Center and founder of Level Playing Field, who spoke about Fixing the Leaky Pipeline for diverse talent. She further noted that to fix the problem, we must create the opportunity. Building the pipeline includes rewarding those who get involved, networking, and embracing differences.

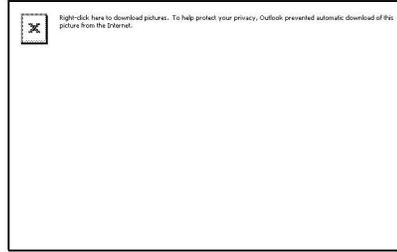
Howard Solomon, channel sales representative, Oracle, and chairperson of Oracle Pride Employee Network (lesbian, gay, bisexual, transgender, and allies) ERG, served as the event’s emcee and provided an overview of the afternoon touching on the key points of the day in his Pause and Reflect closing.

We would like to thank the many ERG members who volunteered to support this successful event.

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Oracle Receives 100 Percent on Corporate Equality Index Report Human Rights Campaign

Oracle, for the ninth year in a row, is the proud recipient of a perfect score of 100 percent on the 2016 Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBT (lesbian, gay, bisexual, and transgender) workplace equality, administered by the Human Rights Campaign Foundation. Oracle joins the ranks of 391 major US businesses, which also earned top marks this year.



The 2016 CEI rated 1,024 businesses in the report, which evaluates LGBT-related policies and practices including nondiscrimination workplace protections, domestic partner benefits, transgender-inclusive healthcare benefits, competency programs, and public engagement with the LGBT community. Oracle's efforts in satisfying all of the CEI's criteria results in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality.

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Your International SOS Membership: Stay Healthy and Safe While Traveling Abroad

As part of Oracle's ongoing commitment to employee safety, we would like to remind you about Oracle's Travel Assistance Program and your membership with International SOS (ISOS). When you are away from home and in unfamiliar surroundings, remember to contact ISOS if you find yourself in a risky situation or simply need instant and reliable medical, legal, or travel security advice.

As an Oracle employee, your membership with ISOS entitles you to access valuable resources 24x7. Oracle works with ISOS to look after your health, safety, and well being, ensuring your trip or assignment is productive and memorable for all the right reasons.

Please be sure to book all business travel through Oracle Travel (CWT). This will enable Oracle Global Travel to locate and contact you during an emergency situation.

Prepare before you leave.

- View country guides and online medical and security reports.
- Sign up for health and safety alerts.
- Call ISOS for pre-travel information (required medication, vaccinations, and security concerns).
- Download the International SOS Assistance App from [Oracle's internal App store](#).

While traveling, contact ISOS when you

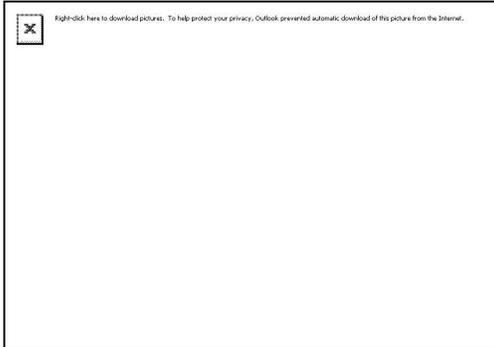
- Require a medical doctor or security specialist for guidance
- Need assistance with lost/stolen travel documents or legal assistance
- Need medication

How to contact ISOS (Membership Number 11BCPA000139).

- Keep these primary contacts handy.
 - Philadelphia: +1.215.942.8226
 - London: +44.20.8762.8008
 - Paris: +33.155.633.155
 - Singapore: +65.6338.7800
- Visit www.internationalsos.com for a complete directory.

Employee Resource Group and Affinity Group Spotlight

Oracle Professional Asian Leadership (OPAL) Employee Resource Group Takes Off



On November 19 in the Oracle Conference Center, the inaugural kickoff event of the Oracle Professional Asian Leadership (OPAL) Employee Resource Group (ERG) officially launched with more than 60 employees in attendance. Oracle's Win Chang, cloud solution accelerator director and OPAL chairperson, provided the opening remarks, sharing the vision, mission, and goals of the ERG. Win also introduced the OPAL Leadership Team.

Traci Wade, senior Oracle Diversity and Inclusion consultant and ERG HR liaison, congratulated OPAL on its launch and shared Oracle Diversity and Inclusion's ERG Pillars and Operating Guidelines, which highlight the value of ERGs to our employees and to Oracle. Keynote speaker Enda Hu, OPAL executive sponsor and vice president of Oracle Financials Development, shared his extensive Oracle career, from his first days at Oracle as part of the college hire program, to his latest challenges of leading his team to Oracle's success in the cloud. Enda also shared his excitement for being the executive sponsor of OPAL and shared that he was open to mentoring OPAL members and that mentoring was one of the goals he values most in OPAL

Oracle's Stephanie Tom, customer service director and OPAL co-chair, shared the plethora of OPAL leadership opportunities for OPAL members. The event concluded with a networking and interactive session as attendees voted on future OPAL initiatives.

There was a lot of excitement among OPAL members to network, mentor, share, and connect.

OPAL is intended as a global employee resource network of professionals who have an interest in Asian heritage and a goal to inspire unity and leadership through professional development, mentorship, cultural awareness, and knowledge sharing. To join the OPAL community or become a volunteer, send an email to opalcomms_ww@oracle.com.

Join us at the next OPAL event on January 21, 2016, which will focus on mentorship. [Sign up in advance](#)

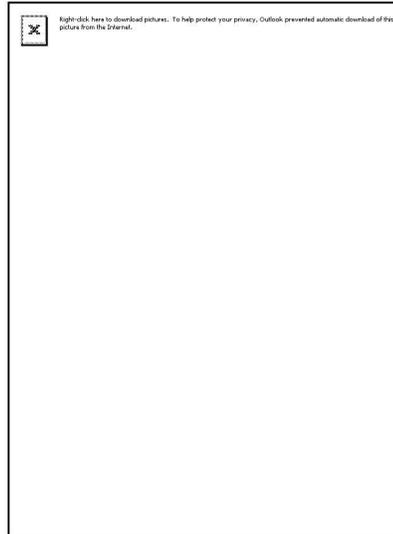
Get connected with your Oracle colleagues today by joining an [Employee Resource Group \(ERG\)](#) or an [Affinity Group](#) such as [OPAL](#).

African-American Business Leaders for Excellence (ABLE) Presents Kwanzaa: Connecting African-Americans to Their Roots

Kwanzaa is an African-American and Pan-African cultural holiday created in 1966 by Dr. Maulana Karenga. Inspired by African agricultural celebrations, Kwanzaa is derived from the Swahili phrase “matunda ya kwanza,” which means “first fruits.”

The seven principles of Kwanzaa (also called the Nguzo Saba) are celebrated from December 26 through January 1. On each day a candle is illuminated as each principal is lifted up and reflected upon. The principals are

- **December 26: Umoja (oo-MO-jah) Unity:** To strive for and maintain unity in the family, community, nation, and race
- **December 27: Kujichagulia (koo-jee-chah-goo-LEE-ah) Self-Determination:** To define ourselves, name ourselves, create for ourselves, and speak for ourselves
- **December 28: Ujima (oo-GEE-mah) Collective Work and Responsibility:** To build and maintain our community together, make our brothers’ and sisters’ problems our own, and solve them together
- **December 29: Ujamaa (oo-JAH-mah) Cooperative Economics:** To build and maintain our own businesses and to profit from them together
- **December 30: Nia (nee-AH) Purpose:** To make our collective vocation the building and developing of our community to restore our people to their traditional greatness
- **December 31: Kuumba (koo-OOM-bah) Creativity:** To always do as much as we can to leave our community more beautiful and beneficial than we inherited it
- **January 1: Imani (ee-MAH-nee) Faith:** To believe with all of our heart in our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle



“Because Kwanzaa is a cultural celebration, not a religious holiday, it is widely celebrated by people of African descent,” says Diane Mathis, Previous ABLE chairperson. “It is a time to reflect, reassess, recommit, rejoice, and accept greater responsibility to do more.”

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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

ERGs have a business purpose at Oracle 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 (LGBT and Allies) Employee Network (OPEN) Employee Resource Group**
- **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_us@oracle.com and employees_with_disabilities_us@oracle.com.

Take a look at the [complete list of Affinity Groups](#).

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Veteran's Voice



Supporting Our Military Families

US military families serve our country with pride, honor, and quiet dedication. [The National Military Family Association](#) is the leading nonprofit organization committed to strengthening and protecting the families of the men and women currently serving, retired, wounded, or fallen.

In 1969, the association was founded by a handful of military wives who wanted to make sure their widowed friends were properly taken care of. Two short years later, the Survivor Benefit Plan became law, and the association has been hard at work ever since. A small but determined group of spouses around a kitchen table has expanded into a strong force of military families representing all ranks and services.

Read more about [how to support military families](#).

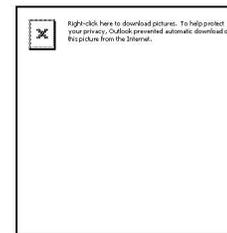
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Why Veterans Make Good Employees

This story is the fifth in a multi-part series profiling the Oracle Injured Veterans Internship Program, which enhances the professional and personal development of veterans injured in Iraq and Afghanistan.

Vincent Lam, Data Center Logistics,
Oracle Injured Veterans Internship Program intern, Austin, Texas

Vincent is a first-generation American and enlisted in 2009 as a 35F intelligence analyst with the US Army. In addition, between 2011 and 2014 he attended the University of Houston and graduated with a Bachelor's degree in business administration with a concentration in management information systems. During his time in college, he worked as a systems administrator for a small firm and served in a guard/reservist capacity for the remaining duration of his enlistment.



Vincent believes the Oracle Injured Veterans Internship Program has been a great opportunity to use and expand his skill set on projects and continual process improvement. He shares that he appreciates the opportunity to learn from and brainstorm ideas with his coworkers. Vincent's experience has contributed to his feeling acknowledged and appreciated especially around his work and ideas on innovation.

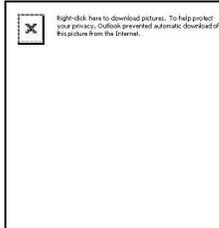
"Veterans possess resiliency in the face of adversity and it's the most critical character value possessed by our demographic," says Vincent. "Arduous tasks, seemingly impossible deadlines, and intense scrutiny are not foreign to servicemen, and these values are a critical corner stone for Oracle's talent base."

“The data center environment is a dynamic and busy place, and it is refreshing to have Vincent on my team from the Oracle Injured Veterans Internship Program because the fray of our daily routine leaves little time for thinking about new ways to innovate,” says Ric Moucatel, IT senior manager of Oracle Global IT hosting services. “Vincent continually looks at assigned tasks through the prism of improvement, rather than just getting the task accomplished, and this has led me to challenge all of my team members to innovate and put their ideas into practice.”

Vincent believes his military experiences have given him the insights on the complexities associated with using, deploying, administering, and developing enterprise information systems.

Mike Jackson, Global Services,

Oracle Injured Veterans Internship Program intern, Sandy, Utah



Mike enlisted in the US Air Force and was deployed four times. During his military experience he worked on the F-15 Strike Eagle and the F-16 Falcon. Upon retirement, Mike became a full-time student at Webster State University, majoring in computer science.

“Reflecting back on my experience in the military, being open-minded and observant at all times have been key skills that I apply daily in my internship,” says Mike. “Veterans are trained to be focused on the task and to think outside of the box to find all possible solutions.”

“Mike has been a tremendous resource to have on our team,” says Kevin Smick, Oracle senior manager, Global Service Desk. “His experience in the military and his attention to detail has provided a valuable asset to the Global Service Desk in his ability to work with customers, resolve issues, and keep the customers updated and calm on the resolution of their issues. He has great customer service skills, and I have received many compliments on his ability to work with the customer where he goes above and beyond to fix their issues.”

Mike believes his military experience gave him a foundation in leadership that he applies daily and is preparing today for a future with Oracle.

For more information, contact [Barbara Williams Hardy](#).

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Veteran Buddy Program: Connecting Veterans with New Employees

To help new employees integrate and thrive quickly, Oracle launched the [Veteran Buddy Program \(VBP\)](#) in November 2014. This program is designed to engage newly hired military veterans and orient them into the corporate environment by providing a buddy to guide them as they transition to the Oracle culture.

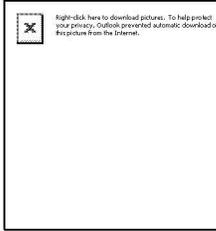
The program is available to all new veteran employees during their first year of employment at Oracle, however, new employees must complete at least one month of employment before joining. Participation in the program requires an application and program orientation. Once paired, the Veteran Buddy and Veteran New Employee are guided in creating a successful action plan and participate in monthly meetings with each other. The full program is three months with an average of one to two hours per month.

Supporting the men and women who served in our armed forces is a vital part of securing that diversity. Join us today by sharing the program with newly hired military veterans or sign up to become a [Veteran Buddy](#).

For more information or to register for the [Veteran Buddy Program \(VBP\)](#), contact Program Manager [Mary Garcia](#).

Ability Matters

Daniel Kish, TED Speaker, Encourages Us to Let Go of the Fear of the Dark Unknown



to avoidance.

The global disability community has now exceeded the population of China by reaching 1.1 billion, and it has the economic power of US\$8 trillion dollars, according to the World Bank (2011). Given these numbers, there is an opportunity to connect with individuals of all sorts of abilities and dimensions of diversity to learn about their experiences and perspectives. As we connect with others who are different from us, we learn to appreciate our differences and talk about them in meaningful ways to help dispel some of the stereotypes and discomfort that can lead

In the following TED Talk video, Daniel Kish, who has been blind since he was 13 months old, shares how he learned to “see” using a form of echolocation. During his inspirational message, Daniel encourages people to let go of the fear of the “Dark Unknown.” As Daniel notes, “It’s impressions about blindness that are far more threatening to blind people than the blindness itself.”

- [A TED Talk](#)
- [A Interactive TED Talk Script](#)

Additional Resources

Visit the internal [Oracle Diversity and Inclusion site](#) to find [Oracle's Accessibility/Disability Resource Guide](#) for useful information about many disabilities, disability etiquette, and resources for additional information about employment and hiring for Oracle managers and employees.

Mentoring Moments

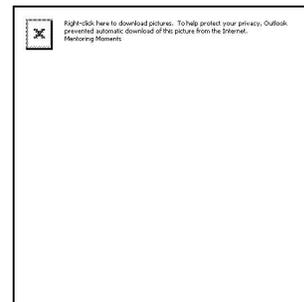
Mentoring at Oracle

Have you or your team members benefited from the powerful development experience that is created through mentoring relationships? The updated [Mentoring at Oracle website](#) was created to demystify the mentoring process, and to help mentors, mentees, and program coordinators better understand and perform their roles.

Visit the updated site and walk through the mentoring experience from the vantage points of the mentor, mentee, or program coordinator. Concepts, activities, and best practices are explained for all roles to help you get maximum value from your experience.

Mentoring relationships are a great development option for all Oracle employees. Visit the Mentoring at Oracle website today to learn how you can make your mentoring relationship successful.

To learn more about mentoring, visit the [Oracle Oracle Diversity and Inclusion wiki](#).



Information Matters



New Virtual Library Tips OTube Channel

Oracle employees can now learn about key Oracle Virtual Library content and features by watching these 2–3 minute how-to videos. Recent topics include: [Company, Country, and Industry Reports via EBSCO](#), [Setting Up a Financial Times Alert](#), and [Multiple Language Sources in Harvard ManageMentor](#).

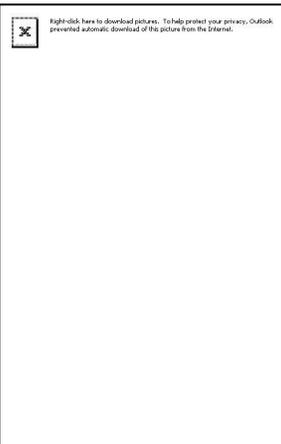
You can also subscribe to the Oracle Virtual Library Tips Channel in OTube to stay informed about new videos being added.



What's Diversity and Inclusion Reading

The Genius of Opposites: How Introverts and Extroverts Achieve Extraordinary Results Together

by Jennifer Kahnweiler



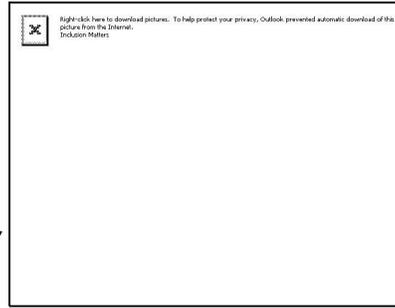
The key, says bestselling author Jennifer Kahnweiler, is for opposites to stop emphasizing their differences and use approaches that focus them both on moving toward results. Kahnweiler's first-of-its-kind practical five-step process helps introverts and extroverts understand and appreciate each other's wiring, use conflicts to spur creativity, enrich their own skills by learning from the other, and see and act on things neither would have separately. Kahnweiler shows how to perform the delicate balancing act required to create a whole that is exponentially greater than the sum of its parts.

[See the *Genius of Opposites* video to learn more.](#)

Inclusion Matters

What's Up on the [Oracle Diversity and Inclusion Wiki?](#)

1. Mentoring Moments
2. Community Action
3. Information Matters – Diversity and Inclusion Library Resources
4. *Unleashing the Power of Generational Diversity* – Leadership Development Video
5. *Dimensions of Diversity* Newsletters
6. Manager FAQs
7. A Culture of Mentoring Replay

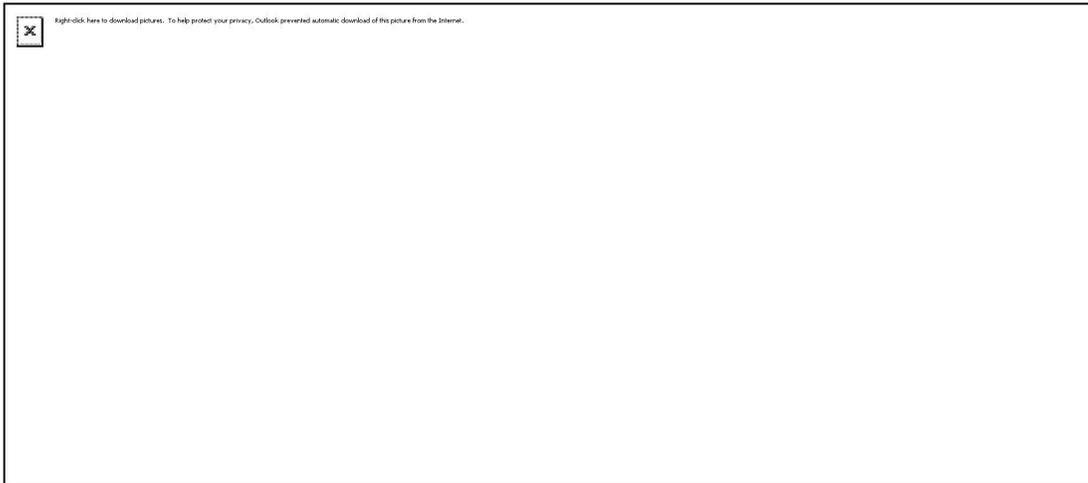


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Oracle Women's Leadership (OWL)

Oracle Women's Leadership Hosts the 2015 OWL Summit at Oracle OpenWorld in San Francisco

On October 28, more than 220 senior-level Oracle customers, partners, and executives attended Oracle OpenWorld 2015 in San Francisco, California.



Peggy Rolly, managing director, Oracle Women's Leadership, opened the event, welcoming Oracle's customers and partners, providing background regarding the importance of OWL's global initiative, and thanking Intel and PwC for sponsoring the event.

The program began with two keynotes on "Disruptive Innovation." Whitney Johnson, investor, speaker, and author, shared stories of disruption and how powerful disruption can be in an organization's evolution. Danae Ringlemann, cofounder and chief development officer, Indiegogo, shared the story behind the founding of Indiegogo, how it created disruptive innovation in the finance industry, and tips on how to bring innovation to an organization.

Attendees were then treated to surprise guest Carli Lloyd, American professional soccer midfielder for the US Women's National Soccer Team, and two-time Olympic Gold Medalist. Carli shared tips for visualizing your goals, and how mental toughness and "emptying the tank" have been important to her success.

After a networking break, Jennifer Allyn, managing director, office of diversity, PwC, moderated an executive panel, "Driving Business Results through Diversity." Panelists included Ted Childs, founder, Ted Childs, LLC; Brian Cullinan, chairman, US board and

managing partner, Southern California Market, PwC; and Kim Stevenson, corporate vice president, chief information officer, information technology, Intel. The panelists shared leading-edge initiatives going on within their corporations to increase diversity and inclusion, as well as their personal perspectives on the importance of diversity to increase business success.

The program wrapped up with an inspiring keynote from Oracle's CEO Safra Catz, who shared Oracle's innovative plans to build a public high school on our Redwood Shores campus. Slated to be completed in the fall of 2017, [Design Tech High School \(d.tech\)](#) is a free, innovative charter school that incorporates technology, design-thinking, and problem-solving skills to help students prepare for successful careers.

Please email questions to owlcomms_ww@oracle.com.

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OWL is a global initiative whose mission is to develop, engage, and empower current and future Oracle women leaders to foster an inclusive and innovative workplace. OWL supports more than 70 local communities worldwide, which are led by more than 100 senior-level women as volunteer Community Leaders.

To learn more about OWL and your local OWL 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: OWLCOMMUNITY_WW@oracle.com



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For More Information Contact Oracle Diversity

If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

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