

U.S Diversity & Inclusion @ Oracle Opportunities to Engage



ORACLE DIVERSITY & INCLUSION VISION



At Oracle, we foster an inclusive environment that leverages the diverse backgrounds and perspectives of all of our employees, suppliers, customers and partners to drive a sustainable global competitive advantage.

WHO WE SERVE

- Employee Resource Groups
- Veteran Programs
- Internship Programs
- Affinity Groups
- Transitions
- Oracle Interpreter Services
- Disability Program
- UNCF Scholars Program
- Cultural Events
- Veteran Aria Badge

- Executive Sponsorship
- Speaking Opportunities
- Inclusion Matters Webinars
- Veteran Impact Council
- LOB Hiring Initiatives



- Strategic Partnerships
- Request for Proposals and Sales Certificates
- Branding/Social Media
- Community Action & Impact
- Scholarships/Sponsorships
- Recruiting /Outreach
- Get Connected/Roadshows

- Diversity Newsletter
- D & I Wiki
- Internal /External Website
- Oracle Social Network
- Sendmails
- Workplace Policies & Processes
- Reasonable Accommodations
- Internal Branding
- Life At Oracle Videos
- Surveys

- D & I Key Business Drivers
 - Market Revenue Growth
 - Organizational Effectiveness
 - Innovative Solutions
 - Employee Engagement
 - Brand Recognition & Corporate Reputation

Employee Resource Groups (ERG) & Affinity Groups (AG)

African-American Business Leaders for Excellence (ABLE)

Mission is to enrich professional and leadership development of African-American employees by fostering mentoring, recruitment, retention and community engagement to advance diversity and inclusion within Oracle to drive business and career outcomes.

Executive Sponsor: Ernest Jones, GVP, North America Unix Server Sales

Hispanic Oracle Leadership Association (HOLA)

Mission is to develop and nurture the intellectual leadership of our Latino community in order to maximize our contribution within Oracle to drive innovation while achieving our own professional growth.

Executive Sponsor: Steven Wolfe Pereira, Vice President, Brand Strategy and Marketing Solutions

Oracle Pride Employee Network (OPEN) (Lesbian, Gay, Bisexual, Transgender & Allies)

Our mission is to network with each other for support, and to work to educate Oracle and the surrounding community about issues concerning our community, especially as they relate to diversity in the workplace. (US, EMEA, Ireland, Spain and vacancy in LAD/APAC)

Executive Sponsor: Christine Coats, Vice President, Legal Operations Manager

Military and Veteran Employee Network (MAVEN)

Mission is to enrich professional and leadership development of Veteran employees by fostering mentoring, recruitment, retention and community engagement to advance diversity and inclusion within Oracle to drive business and career outcomes

Executive Sponsor: Ken Currie, Group Vice President, Sales Consulting – Public Sector

Oracle Professional Asian Leadership (OPAL)

Mission is to inspire unity and leadership through professional development, mentorship, cultural awareness and knowledge sharing. OPAL is focused on retention, recruitment and community engagement to advance diversity and inclusion within Oracle.

Executive Sponsor: Enda Hu, Vice President, Financials Development

Affinity Groups

60 Interest-based groups of employees who come together for particular activities. Some of these include community, sports, recreational activities and workplace wellness.

Community Impact and Action Event

Volunteer by Lending A Helping Hand: Stay in School Supplies Drive in Oakland Community

Oracle is partnering with the Lend A Hand Foundation to support their 17th Annual “Stay in School/Backpack Giveaway” for 5,000 students in the Oakland community. We are providing backpacks, and /or school supplies for all of the students attending Martin Luther King Elementary School and West Oakland Middle School.

AUDIENCE

Oracle Bay Area Employees

Come join us by volunteering at the Lend A Hand Foundation backpack school supply stuffing event for low income youth on:

Date: Saturday, August 13, 2016

Time: 7am and/or 10am - 2 pm. PT (two shifts available)

Where: Masonic Hall, 8105 Capwell Drive, Oakland, CA 94621

Sign Up: Please visit Oracle Volunteers to [register](#) as a volunteer for the 17th Annual Stay in School/Backpack Giveaway project or contact [Gerry Borja](#). for more information. We would like to gather 25-30 people to participate in the event. The registration deadline is **August 8**.

Matching Gifts Program

You can also donate directly to the [Lend A Hand Foundation](#). If you'd like Oracle to match your donation, go to: <http://www.easymatch.com/oracle>. Oracle matches donations up to \$300 per employee, per year. The minimum eligible gift is \$25.

More Information

Visit the [Lend A Hand Foundation](#) for additional information.



What We Need From You: Partner with Us and Get Connected

Embed D & I into your existing programs/Initiatives

1. Attend Inclusion Matters Webinars and OTD Diversity and Inclusion Training
2. Recruiting, Onboarding, Development and Retention Initiatives
3. Talent Review/Succession Plan
4. Co-Sponsor Internal and External Event
5. Speak at Strategic Partnership Events
6. Recognize Employees in the Dimensions of Diversity Newsletter

Increase your D & I and Cultural Competency:

1. Attend Inclusion Matters Webinars and OTD Diversity Training
2. Participate in D & I Strategic Partnership Events - Contact David Ortiz
3. Join an ERG – Contact Traci Wade
4. Participate in Community Action & Impact Events – Contact Gerry Borja
5. Commit to use D & I Resources & Tools

Collaborate w/ D & I on Programs /Initiatives

1. Disability Inclusion
2. Veteran Impact Council
3. Veteran Internship Program
4. Employee Recognition
5. Community Action & Impact
6. Lunch & Learns



What We Need From You: Attend Strategic Partnership Events

When She Speaks Leadership Series

July 1: San Jose, CA

August 12: San Jose, CA

San Francisco LGBT Pride Parade

June 26

San Francisco, CA

National Federation for the Blind Convention

July 5

Orlando, FL

Code2040 – Kick It Celebration

July 30

San Francisco, CA

Ascend National Conference

July 30 – Aug. 1

Anaheim, CA

Disabled American Veterans National Convention

July 31 - Aug 3, 2016

Atlanta, GA

Lend A Hand Foundation

Stay in School/Backpack Giveaway

Aug. 13

Oakland, CA

IT Senior Management Forum Symposium and BDPA Annual Conference

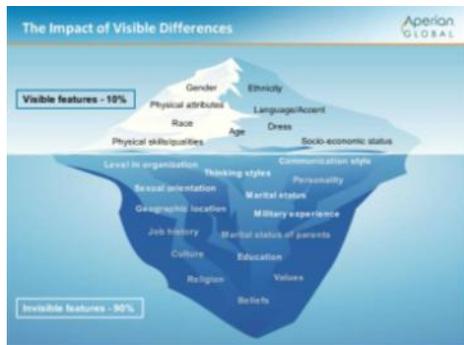
Aug. 10 – 13

Atlanta GA

* For more information contact david.o.ortiz@oracle.com

GlobeSmart Learning Path: Diversity & Inclusion: Creating an Inclusive Workplace

- Accessed via GlobeSmart from June 1st
- Available throughout Q1 / Fy17 (pilot program)
- Reinforces GlobeSmart Profile Dimensions
- Interactive with a Global 'Look & Feel'
- Topics Include:
 - Unconscious Bias & Micro-inequities
 - Cultural Diversity
 - Gender Diversity
 - Generational Diversity





ORACLE®