U.S Diversity & Inclusion @ Oracle Opportunities to Engage
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

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

Oracle Leaders

Workforce

Customer, Community, Partners, Stakeholders

Workplace

- 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
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.
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
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
QUESTIONS?