Oracle’s Commitment to Championing
Science, Technology, Engineering and Math (STEM) Education in 6-12

At Oracle, our vision is to 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. As part of Oracle’s outreach efforts, the organization supports access to education, with a focus on STEM-related studies. Our support of 6-12 education includes:

Internal Programs and Resources

Diversity and Inclusion in collaboration with Oracle Academy advance computer science education globally to drive knowledge, innovation, skills development, and diversity in technology fields. We leverage Oracle’s global technology leadership to offer a complete portfolio of computer science education resources with the goal of helping students become college- and career-ready.

JavaOne4Kids: Java is one of the world’s most popular programming languages; it is used by more than nine million developers and powers more than five billion devices worldwide. As the steward of Java, Oracle is committed both to the investment in Java technology and in creative ways to educate a new generation about Java and the opportunities it brings. Oracle, Oracle Academy, and Diversity and Inclusion are joined forces with Devoxx4Kids to deliver JavaOne4Kids as part of JavaOne 2015. Over the course of the day there were engaging educational workshops focused on topics such as Greenfoot, Alice, Minecraft Modding, Java, Python, Scratch, Raspberry Pi, Arduino, the Finch robot, NAO robot, and Lego Mindstorms—all designed to introduce kids to the fun of computer science.

Employee Resource Groups (ERGs): are made up of Oracle employees who share common interests, backgrounds or life experiences. These strategic business resources support recruitment and retention; provide professional development, mentorship, and impact the community through volunteer efforts. ERGs foster an inclusive and engaging work environment. Currently, there are five active ERGs at Oracle:

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

Community Partnerships and Support

- East Bay National Society of Black Engineers Jr: The Pre-College Initiative (PCI) program is designed to stimulate the interest in science, technology, engineering, and mathematics fields, or STEM. The goal is to encourage students to attend college and pursue technical degrees. Oracle hosts a development day for students and coordinates collaboration with Oracle Academy to host Alice and Greenfoot training.

- Greene Scholars Program (GSP): Leverages a unique collaborative model to help youth successfully complete higher education in STEM, and serve as positive role models and contributors to their

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communities. GSP uses technology to reinforce core subject knowledge through hands-on, student-centered applied learning while simultaneously building a strong foundation of knowledge in STEM skills through project-based learning. Oracle employees serve as judges at the GSP annual science fair and participate in speaking opportunities.

- **Lend a Hand Foundation (LAHF) – Oakland School District**: works to enhance the quality of life of low income/at risk youth by offering resources not otherwise available to them including educational, cultural, sporting and life skill workshops. LAHF programs include a backpack back to school giveaway for less fortunate youth in the Bay Area and a Stay In School Program that offers incentives to students to pursue education. Oracle provides funding for school supplies to those schools focused on STEM, provides volunteer activities for our employees to get involved and speaks at LAHF events.

- **Level Playing Field Institute (LPFI)**: Founded by Freada Kapor Klein in 2001, LPFI was first known as the “Institute for Inclusive Work Environments.” The Summer Math and Science Honors (SMASH) Academy, is a program inspired by and loosely modeled after Phillips Academy Andover’s Math and Science for Minority Students (MS)2. SMASH launched a residential summer program in 2004 at UC Berkeley. In 2006 a year-round academic program was added, based on student requests. In 2007, 100% of the first class of scholars applied to and entered college. In 2011 SMASH expanded to Stanford, followed by the launch of academies at UCLA and USC in 2012. In the summer of 2015, LPFI launched the SMASH:Pathways UC Davis program. Oracle provides funding for SMASH Academy, provides volunteer activities for our employees to get involved and speaks at LPFI events.

**Giving Back**

**Oracle will Match Employee Donations**
Employees can also make a donation to all of our partners and if they would like Oracle to match their donation, they can go to the [MyCitizenship portal](#). Oracle matches donations to eligible organizations up to $300 per employee, per fiscal year.

**Employee Volunteerism**: From providing for the underserved and the needy to conducting STEM technology workshops and serving on employer job panels, our employees give back, take action and make a positive impact.

Rev. 8/3/16