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Diversity in the News

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.

Black Enterprise Magazine Recognizes 2016 Top Executives in Diversity and Inclusion

We proudly share that our very own, Barbara Williams-Hardy, HR director, Oracle Diversity and Inclusion, was recognized by Black Enterprise Magazine as a 2016 Champion of Diversity and Inclusion.

*Black Enterprise* developed the 2016 list of Top Executives in Corporate Diversity to highlight the most influential, high-ranking executives that lead diversity initiatives at the nation’s largest companies.

This year’s roster represents C-suite executives and senior directors whose primary responsibility is to design and implement corporate policies and programs that promote advancement of African Americans, Latinos, and other ethnic minorities, as well as women, the disabled, and the LGBT (lesbian/gay/bisexual/transgender) community throughout the rank-and-file, senior management teams, and the supply chain.

Congratulations, Barb.

Oracle Scores High on 2016 Disability Equality Index

Oracle received a high score of 80 on the 2016 Disability Equality Index (DEI), and is deemed a 2016 DEI Best Places to Work. The DEI is a joint initiative between the US Business Leadership Network (USBLN) and the American Association of People with Disabilities (AAPD).
DEI points were awarded in four major categories: Culture and Leadership, Enterprise-wide Access, Employment Practices, and Community Engagement and Support Services. Companies receive points in any given area by responding affirmatively to a significant portion of the numerous best practices outlined.

Companies receiving a top score on the DEI demonstrate significant business leadership, going far beyond compliance activities, driving their business success through leading disability inclusion policies and practices.

What's Your Blind Spot? Attend Live Webcast to Learn the Impact of Unconscious Bias: Recruitment and Selection

Our ability to attract, retain, and develop the best innovators, problem solvers, and leaders positions us to be the ultimate cloud-first, customer-first provider. By doing so, we can drive business success, higher performance, and productivity. Join us for a live webcast in which we will examine how our biases could hamper our efforts to retain a strong and highly engaged workforce.

“What's Your Blind Spot? Understanding the Impact of Unconscious Bias: Recruitment and Selection,” will be held live on August 23, 2016, from 10:30 a.m. to 12 noon (PT). All Oracle US managers and Oracle Human Resource professionals are invited to attend the webcast.

WEBCAST OBJECTIVES
During the webcast you will learn how to

- Increase self-awareness as the first step to addressing unconscious bias in the recruitment and selection process including talent reviews, hiring, promotions, team development, succession planning.
- Understand how the unconscious mind works and how unconscious bias affects opinions, decisions, and assumptions.
- Explore best approaches on how to be proactive and challenge bias effectively.
- Adopt tools, consistent processes, and reminders to remove bias from decision-making, especially when selecting candidates to join and grow with our team.

WEBCAST DETAILS
There is no cost to attend the live webcast; simply click the registration link and join the Voice Conference in WebEx. Alternatively, you can dial in using the numbers and passcode below.

- Registration: Register in advance
- Date: Tuesday, August 23, 10:30 a.m.–12 noon (PT)
- Webcast access: http://oukc.oracle.com/static12/opn/login/?t=livewebcast%7Ccc=1844457950
- Access for mobile devices
  - Toll-free dial-in number: 1.800.374.0698
  - International toll-dial-in number: 1.706.634.0364
  - Passcode: 228177

MORE INFORMATION
If you have questions, please email Oracle US Diversity. Also, explore additional resources on the Oracle Diversity and Inclusion wiki.
Oracle Supplier Diversity Attended the 2016 Women’s Business Enterprise National Council’s National Conference and Business Fair

In June, the Oracle Supplier Diversity team attended the 2016 Women’s Business Enterprise National Council’s (WBENC) National Conference and Business Fair in Orlando, Florida. The WBENC conference is to advance business opportunities for certified, small, women-owned business enterprises (WBEs) by connecting them to corporate members such as Oracle.

This year’s event was particularly exciting. Oracle’s Supplier Diversity Program was invited to join a panel of Fortune 500 executives at a workshop designed to impart supplier diversity best practices to support and mentor WBEs. Oracle was honored to be recognized by the WBENC board of directors. This was an invaluable opportunity to share our good-faith efforts and showcase the innovative technology that enhances our ability to mentor and use small and diverse businesses.

This year, there were nearly 6,000 conference attendees, including small, women-owned businesses, Fortune 500 corporate members, and their supplier diversity teams. Key conference activities included participation in collaborative workshops and seminars focused on sharing supplier diversity best practices and networking with women-owned firms and our customers’ supplier diversity teams.

During the Business Opportunity Expo, our team focused on mentoring suppliers and highlighting the current features and enhancements to Oracle’s prospective supplier registration process. This provided a valuable opportunity and platform for Oracle to strive to meet our ambitious supplier diversity goals, and to educate and identify qualified small and diverse businesses for an opportunity to meet with an Oracle decision-maker for upcoming projects or sourcing events.

“WBENC’s National Conference and Business Fair is a well-organized event filled with knowledgeable industry speakers and valuable information sessions,” says Nino Campos, senior program manager, Oracle Supplier Diversity. “Our greatest takeaways from attending this year’s event were being a national workshop panelist and the extensive exposure it provided Oracle’s Supplier Diversity program. With what we have learned, we will continue to demonstrate our commitment by increasing awareness, providing education, and supporting
procurement opportunities corporate wide through innovation and passion for small and diverse businesses."

To learn more about our program, visit our Supplier Diversity website. We also have an external Supplier Diversity website that you can share with customers or suppliers who may be interested in learning more about Oracle's program.

Employee Resource Group and Affinity Group Spotlight

Oracle Marches in San Francisco Pride Parade

This year’s Oracle contingency—the largest ever—marched in the 46th annual San Francisco Pride parade on June 26 and was organized by the Oracle Pride Employee Network (OPEN) (LGBT and Allies) Employee Resource Group (ERG). This parade is one of the largest Pride events in the world and all participants enjoyed the experience. During the slow-paced trek down Market Street, marchers handed out Oracle-branded T-shirts, beach balls, Frisbees, and sun visors to spectators, danced to music, and interacted with the crowd.

In addition to the marchers, our contingent featured the red PT Cruiser owned by Cheryl Lander, senior director, Oracle Communications Applications, that’s been in a few past parades. One of our wheel monitors this year was Anthony Jenkins, member of Oracle’s African-American Business Leaders for Excellence (ABLE) ERG. Spirit was high, it was a beautiful day for a parade, and we represented Oracle well. We were excited to have Traci Wade, senior diversity consultant, representing Oracle Diversity and Inclusion, marching with us and it’s clear from the pictures from the event that she had a great time. Other marchers did, as well, including those representing other Oracle ERGs. This was truly a cross-ERG event and one that exposed OPEN to a broader set of employees than ever before.

Francine Crisostomo, travel operations manager, has marched in Oracle’s contingent the last three years. This year she brought her colleagues from Oracle’s global travel operations that were in town for work-related meetings the following week. Francine says, “This year I had the privilege of walking with my colleagues from Egypt, China, Romania, Costa Rica, and the US. We walked carrying OPENs banner and rainbow arch the entire way. The experience was indescribable. It’s pretty crazy to think about how far we’ve come as a society, understanding the importance of diversity and inclusion in the workplace. I am overwhelmed by Oracle’s commitment to diversity and grateful to be part of an organization that recognizes employee uniqueness as strength and perhaps a path to excellence for all.”

“Congrats to the OPEN planning committee—this was well planned, a lot of fun, and was such a great way to represent our OPEN community and show how much Oracle values our LGBT
and ally employees," says Paula Getz, vice president, global risk management, and OPEN board chair. "Big plans are starting for next year’s parade already."

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.

Veteran’s Voice

Oracle and Veterans Continuing the Tradition of Service and Camaraderie

Last month marked 240 years since these United States of America declared its independence as a free nation. Americans have always had a strong history of selfless service, be it for country, community, or camaraderie.

Oracle recently added two paid holidays for US-based employees: Veterans Day 2016 and Presidents’ Day 2017, both of which have a direct connection to military service and history. We encourage all employees to strengthen their bonds with each other through continued selfless service and lead a project and/or volunteer for an Oracle event. Join, support, and become actively involved with your Oracle Military and Veteran Employee Network (MAVEN) Employee Resource Group and engage with local community leads. As veterans, we know there’s a strengthened camaraderie in working together and in the meaning of leadership and service.

Also, happy 228th birthday to the US Coast Guard this month.
Join Military and Veteran Employee Network (MAVEN) Today

The Oracle Military and Veteran Employee Network (MAVEN) is an employee-led resource group 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.

Membership in MAVEN is open to all Oracle employees. To join

1. Go to Oracle Identity Management Self-Service.
2. Select Request Access.
3. Add maven_erg_us_grp to the shopping cart.
4. Click Next.
5. Provide justification (example: I would like to join the MAVEN Community).

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.

For information about the Injured Veteran Internship Program (IVP), please contact Gerry Borja, senior Oracle Diversity and Inclusion consultant–veterans.

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

A new process is in place 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
Support the Injured Veteran Internship Program

The Injured Veteran Internship Program currently has two openings for FY2017. Oracle Diversity and Inclusion sponsors interns who have been injured in the Iraq and Afghanistan campaigns at no cost to the line-of-business. If you are interested, please email Gerry Borja, senior Oracle Diversity and Inclusion consultant—veterans.

The Veteran Guidon Program

The Veteran Buddy Program has changed its name to Veteran Guidon Program (VGP). In every military branch, the guidon is a flag representation of small unit command and is a rallying point for troops. The guidon is a great source of pride for the unit that stems back to ancient times. 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.

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.

Stay tuned for updates on the VGP or contact Gerry Borja, senior Oracle Diversity and Inclusion consultant—veterans.

Ability Matters

Design Thinker Elise Roy Shares Insight on How Designing for Disability Benefits Everyone

A culture of inclusion encourages individuals to view situations from different perspectives. This is especially useful when teams are presented with problems to solve because we all have different points of views and ways of thinking. In the context of disability inclusion, taking accessibility into account is another perspective to consider. Accessibility refers to the design of products, devices, services, or environments for people with disabilities.

In the following TEDTalk video, Design Thinker Elsie Roy recounts how she began losing her hearing at the age of 10 and now uses design thinking to innovate and solve problems.

“My unique experience of the world helped inform my solution,” says Roy. “And as I went on, I kept running into more and more solutions that were originally made for people with disabilities, and that ended up being picked up, embraced, and loved by the mainstream, disability or not.”

- TEDTalk video.
Mentoring Moments

When Mentoring Goes Wrong

Mentoring, by its very design, is typically an amicable agreement between parties to exchange information, and have frank, penalty-free discussion. More often than not, the objectives for the mentoring relationship are established early, laying the foundation for a positive experience. However, as with anything else, the best-laid plans can go awry.

What do you do, when a mentoring relationship doesn’t go as planned? The reasons could be many—lack of availability, disagreement over activities/actions, the lack of chemistry between the two parties, change in expectations, and more. Regardless, the relationship should end the same way that it began; with respect, consideration, candor, and professionalism. Keep in mind, individuals may not often remember what you say, but they will remember how you made them feel. The takeaway—don’t “burn bridges.”

“When Mentoring Goes Wrong” is an article that provides more insight on how to end a mentoring relationship that isn’t working.

Read the When Mentoring Goes Wrong article in its entirety. To learn more about mentoring, visit the Oracle Diversity and Inclusion wiki.

Learning and Development

GlobeSmart—Creating an Inclusive Workplace Learning Path

The “Creating an Inclusive Workplace” Learning Path from GlobeSmart, available now through August 30, 2016, is designed to enhance your effectiveness in working with different cultural, gender, and generational groups.

Some of the topics covered in the Learning Path include

- **Unconscious Bias and Micro-inequities**
  - Review cultural diversity.
  - Review gender diversity.
  - Review generational diversity.
  - Explore the science behind unconscious bias and review strategies for change.
- **Gender Diversity**
Review benefits of gender balance and develop strategies to create inclusion.

- Generational Diversity
  - Explore generational differences, age bias, and best practices for managing a multi-generational workforce.

You can get a preview of the Learning Path from this short video on YouTube; you can find the full Learning Path on the GlobeSmart site. (To register for access to GlobeSmart, go to the GlobeSmart site, click Register, and register using your Oracle email.)

Please join the Oracle Social Network (OSN) GlobeSmart Q&A Conversation to provide feedback on GlobeSmart and the new Learning Path, as well as to stay informed about new Learning Paths available each quarter.

Learn more about GlobeSmart by viewing our July 2016 webinar, and learn how to access GlobeSmart on the internal GlobeSmart website.

What’s Diversity and Inclusion Reading

Business Networking for Veterans: A Guidebook for a Successful Transition from the Military to the Civilian Workforce
Second Edition, Mike Abrams; Michael Lawrence Faulkner; Andrea Nierenberg, 2013

You say your military skills and experience will be invaluable to you in civilian life. But your successful transition won’t just happen. You need a network of people who can help you decide where you want to go and then help you get there. Author by two former US Marine and a world-renowned business consultant, “Business Networking for Veterans” will teach you everything you need to know to succeed. From start to finish, it focuses on the challenges you face as a transitioning veteran and the unique skills and resources you bring to the table. You’ve already proven yourself as a leader in service to your country. This book will help you do it as a civilian, too.

Read more | Register for Safari Books Online.

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
Oracle Women’s Leadership (OWL)

OWLTech HQ Hosts Lunch-and-Learn: OWL Tech Speaker Series

On June 13, 120 Oracle employees attended the first Lunch-and-Learn OWL Tech Speaker Series event held at Oracle headquarters, hosted by the OWLTech HQ Community.

The event began with a buffet lunch, where event organizers thoughtfully organized the seating to allow people with similar interests to easily network. Lunch was followed by Oracle guest speakers Maria Kaval, vice president, Enterprise Manager Product Suite; Vinita Paunikar, vice president, release management; and Eunhei Jang, vice president, software development, who shared their career success stories.

Maria stressed the numerous opportunities and the importance of connecting across organizations within Oracle when looking for a change. Vinita talked about taking on the tougher challenges early in her career and cultivating hands-on experience for growth. Eunhei moved the audience by emphasizing the importance of family time and achieving a reasonable work/life balance. It was very motivating to hear about the personal challenges and lessons learned along their road to success.

These presentations were followed by a brief overview of Oracle Management Cloud by Maria and a demo of the Oracle Management Cloud product by Eunhei, followed by a Q&A from the audience regarding features of the product. The presentations were very informative, allowing participants from various organizations within Oracle to understand the Oracle Management Cloud product.

The following quotations from the speakers made a powerful impression on attendees:

- “You can have it all...just not at the same time!” – Maria Kaval
- “When things get tough, don't give up; just give it three more weeks.” – Vinita Paunikar
- “Make time for life outside work. You never know what unexpected surprises may come up.” – Eunhei Jang

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.