Oracle Human Resources
Diversity and Inclusion

Oracle’s Commitment to African-Americans

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. Our efforts to support the development of African-Americans include:

Internal Programs and Resources

- **Oracle African-American Business Leaders for Excellence (ABLE) Employee Resource Group:** The Oracle African-American Business Leaders for Excellence (ABLE) Employee Resource Group which consists of African-American employees and friends. The ERG strategizes on Oracle business initiatives the group can assist with driving, professional/career development and mentorship.

Community Partnerships and Support

- **Black Data Processing Associates (BDPA):** BDPA is a non-profit organization of professionals working in or having an interest in the Computer Science and Information Technology fields. BDPA has a diverse representation of information technology professionals. Included amongst the organization’s members are programmers, analysts, engineers, managers, instructors, and entrepreneurs. Oracle partners with the organization to provide 30K in scholarships to college students pursuing degrees in STEM focused fields.
  - BDPA recognized Oracle as the “Outstanding Corporation of the Year” 2013.


- **IT Senior Management Forum (ITSMF):** The ITSMF mission is to increase the level of African-American representation at senior-levels of IT through executive leadership development programs, networking initiatives, formal mentoring and strategic partnerships. Oracle partners with ITSMF to provide professional development for mid-level managers through their Mentor Protégée Program.

- **Oracle’s United Negro College Fund (UNCF) Impact Grant:** The grant provides 75K in scholarships to Historical Black Colleges and Universities (HBCU) students seeking degrees in Computer Science, Technology, Engineering and Mathematics (STEM) degrees in the Bay Area and Chicago.
  - Oracle has been recognized as "Corporation of the Year" four times at the Oracle sponsored UNCF Mayors Masked Ball.

- **Stewart Foundation Annual Career Day:** The African-American Business Leaders for Excellence (ABLE) Employee Resource Group sponsors the career development day in partnership with the organization. Oracle employees and recruiting staff are invited to speak with the students of

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Towers High School in an underrepresented community in Decatur, Georgia, about their career paths and successes.

- **United Negro College Fund Corporate Scholars Internship Program:** Oracle sponsors six interns attending Historical Black College and Universities for an eight-week internship program that offers pay, real-world work experience, roundtrip travel and housing, as well as a 10K scholarship. This internship provides career development support from skilled Oracle professionals in departments such as IT, consulting, customer sales support, human resources, sales and software engineering.

- **The Young African Leaders Initiative (YALI):** is a signature effort to invest in the next generation of African leaders. Through a signature fellowship program, YALI brings young African leaders from across the continent to the United States for six weeks of leadership training and mentoring. Through a joint effort with Diversity and Inclusion, Government Affairs and Oracle Women’s Leadership (OWL), Oracle hosted Berkeley University YALI Fellows to share information about the organization, our operations in Africa, technology strategy, sustainability, governance and corporate citizenship.

**Giving Back**

**Oracle will Match Employee Donations**
If employees 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.

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