

## Oracle's Commitment to Women

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 Women and Women of Color include:

### Internal Programs and Resources

- **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 three active ERGs at Oracle:
  - **African-American Business Leaders for Excellence (ABLE)**
  - **Hispanic Oracle Leadership Association (HOLA)**
  - **OPEN** (Oracle Pride Employee Network - Lesbian, Gay, Bisexual, and Transgender and Allies)
- **Oracle Women's Leadership (OWL),** a professional development program founded in 2006, engages and develops current and future women leaders at Oracle. Guided by an executive steering committee of senior leaders, OWL is a global community that recognizes the value of networking, mentoring, lifelong learning, and "paying it forward."

### Community Partnerships and Support

- **Black Enterprise Women of Power Summit:** For more than 40 years, Black Enterprise has fulfilled its obligations to success-minded African-Americans to serve as an authoritative and essential guide to business and career achievement. The annual Women of Power Summit is an event tailored to women of color executives representing top-tier national and international firm. The summit offers attendees the opportunity to enhance leadership skills while networking with world-class decision makers. Workshops cover topics such as decision making, team building and leveraging business opportunities. Oracle sponsors employees to attend this event as an opportunity for engagement and development.
- **The Grace Hopper Celebration of Women in Computing** is the world's largest gathering of women technologists. It is produced by the Anita Borg Institute and presented in partnership with Association of Computing Machinery (ACM). For 13 years, GHC has brought together the community of women technologists, the best minds in computing and increased visibility for the contributions of women to computing. The conference results in collaborative proposals, networking and mentoring for our attendees. Conference presenters are leaders in their respective fields, representing industry, academia and government. The conference also offers professional development through a variety of activities.
- **National Coalition of 100 Black Women, Oakland-Bay Area Chapter's Madam C.J. Walker Business and Community Recognition Awards Luncheon:** The mission of the Oakland-Bay Area

# Oracle Human Resources

## Diversity and Inclusion

Chapter is to provide programs that increase the participation of African-American women in economic, civic, entrepreneurial and human service areas of their respective communities through education, scholarship and collaboration. The Annual Awards luncheon honors the first African-American female self-made millionaire and business leader, Madam C.J. Walker. The luncheon is designed to celebrate the rich tradition of hard work and entrepreneurial spirit that is deeply rooted in African-American culture.

- **The Powerful Women of the Bay Awards** recognizes the outstanding achievements of multicultural women in their chosen career field: corporate/non-profit/entrepreneurship or an elected or appointed position. The program celebrates women that are passionate about educating, empowering, and connecting with women in business and the community. Partial proceeds from the awards program benefit the Training Institute for Leadership Enrichment (TILE), a non-profit organization created under the leadership of Black Women Organized for Political Action (BWOPA). TILE has refined its mission to emphasize the long-term goal of increasing the number of African American women in public leadership across California.
- **The Society of Women Engineers (SWE)** is a not-for-profit educational and service organization that empowers women to succeed and advance in the field of engineering, and to be recognized for their life-changing contributions as engineers and leaders. Oracle provides a 5K scholarship for diverse female students pursuing STEM degrees.
- **UPWARD**, Uniting Professional Women Accelerating Relationships & Development, is a global collaborative organization of like-minded, senior level, multicultural female professionals who come together to discuss the challenges women face and to identify creative solutions to overcome them. Oracle has sponsored UPWARD's Round Table Mentoring Luncheon.
- **The Women of Color (WOC) STEM Conference** recognizes outstanding women in the STEM fields and provides excellent opportunities for professional development, networking, and recruiting. It is hosted by Career Communications Group Women of Color Magazine. The conference is focused on the development of STEM women and ensures that the superior achievements and importance of these outstanding women in STEM are highly visible to all conference participants.

### 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.