



Benefits of Recruiting Qualified Women

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Why Focus on Diversity?



- Diversity, a word synonymous with change and difference, is necessary for success in any business environment.
- Diversity is beneficial to both the organization and its members.
- Diversity is a part of government regulations.
- What are we doing to attract qualified women to our teams and champion diversity?



The Big Question

How do we build innovative teams that produce the best possible outcomes for Oracle?





The Business Case

“Our latest research finds that companies ***in the top quartile for gender or racial and ethnic diversity*** are more likely to ***have financial returns above their national industry medians.***”

Companies in the bottom quartile in these dimensions are statistically less likely to achieve above-average returns.”

Why diversity matters
McKinsey & Company
January 2015

http://www.mckinsey.com/insights/organization/why_diversity_matters



In Other Words...

“Diverse teams drive better outcomes....”

-Todd Cione, SVP, OD – Applications





How Does Oracle Compare?



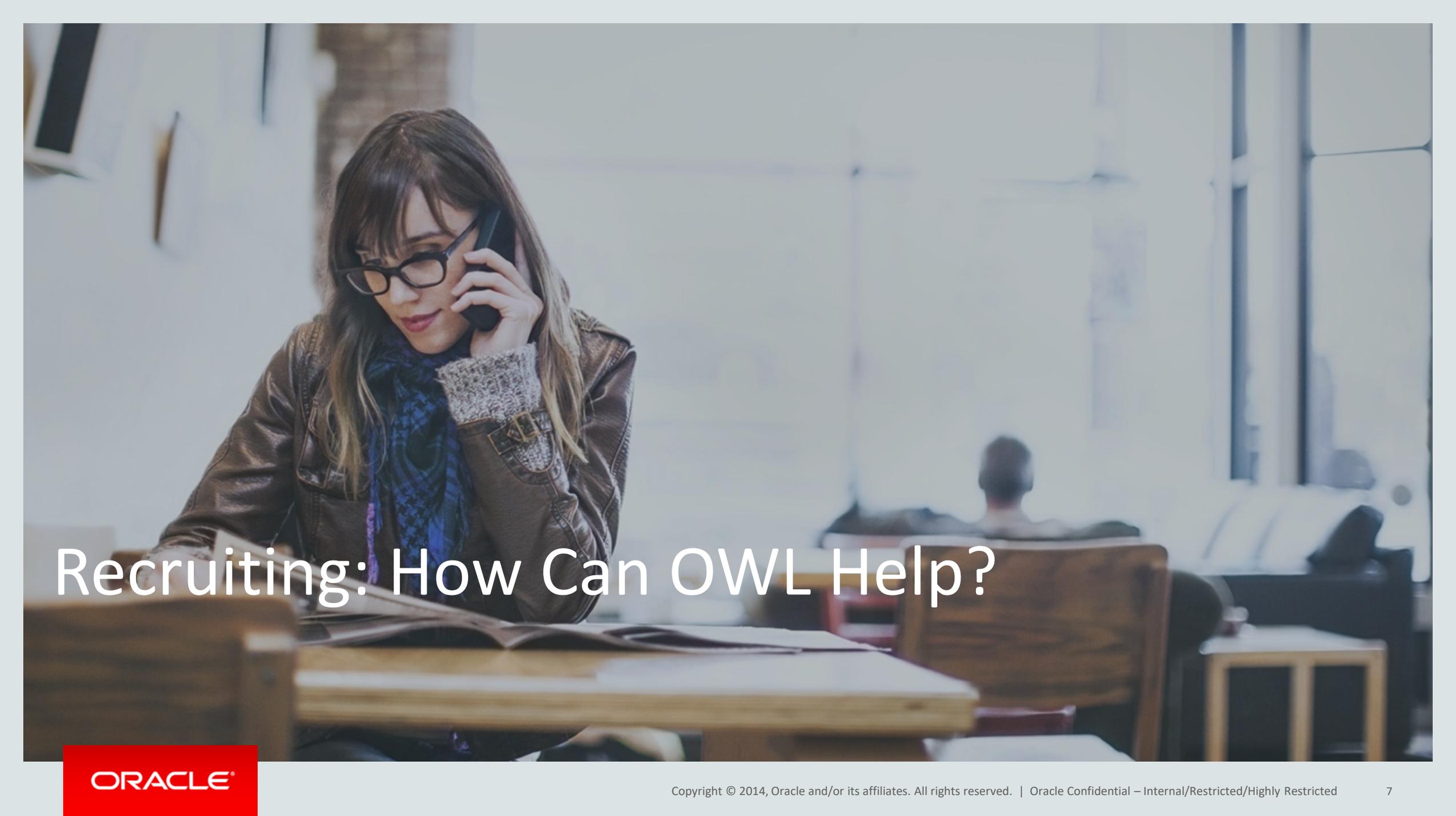
Women and Minority Employees in Oracle's US Workforce

 **37%**
minority employees

 **34%**
minority managers

 **29%**
women employees

 **25%**
women managers

A woman with long brown hair and glasses is sitting at a wooden table in a cafe or office setting. She is wearing a brown leather jacket over a blue patterned scarf. She is holding a black smartphone to her ear with her right hand and looking down at a newspaper or magazine on the table. In the background, another person is sitting at a table, and there are large windows. The overall scene is brightly lit and professional.

Recruiting: How Can OWL Help?

Recruiting: Current State at Oracle



Eve?



Office of Federal Contract Compliance Programs (OFCCP)

The Office of Federal Contract Compliance Programs (OFCCP) routinely performs audits of federal contractors, including Oracle.

During an OFCCP audit, the OFCCP compliance officers review compliance on a number of initiatives including:

- Current Affirmative Action Plan
- Employment Practices
- Reasonable Accommodations Policies
- Outreach and Good Faith Efforts

It is important that all managers with hiring or promotion responsibility be familiar with Oracle's practices and policies related to Equal Opportunity and Affirmative Action.



Introduction to Affirmative Action

- Mandated for all companies that do business with Federal Government.
- Include all facilities with more than 50 employees.
- Not meeting compliance may lead to loss of government contracts and revenue.



Why Affirmative Action?

Born of the Civil Rights movement four decades ago, Affirmative Action calls for minorities, women, individuals with disabilities, and protected veterans to be given access and consideration in all areas of employment decisions and with subcontracting opportunities. These groups are sometimes referred to as “protected classes” within Affirmative Action Plans.

Affirmative Action does not provide for quotas, preference, or reverse discrimination. The intent of Affirmative Action is to address the government’s desire to increase employment opportunities and representations of these groups, promoting Equal Opportunity.



Federal Contractor Obligations

- Make all recruiting and hiring parties aware of Oracle's government requirements as a federal contractor.
- Ensure awareness of Oracle's employment practices and compliance with government regulations under:
 - Executive Order 11246
 - Section 503 of the Rehabilitation Act of 1973
 - VEVRAA of the Vietnam Era Veteran's Readjustment Act of 1974
- Provide all participants knowledge and understanding and ability to provide necessary support to implement Affirmative Action and Equal Employment Opportunity Compliance at Oracle effectively.



Executive Order 11246

Executive Order 11246 prohibits federal contractors and subcontractors and federally-assisted construction contractors and subcontractors that generally have contracts that exceed \$10,000 from discriminating in employment decisions on the basis of race, color, religion, sex, or national origin. It also requires covered contractors to take affirmative action to ensure that equal opportunity is provided in all aspects of their employment, and take affirmative steps to increase the pool of qualified applicants.



Section 503 of the Rehabilitation Act of 1973

Section 503 of the Rehabilitation Act of 1973 prohibits discrimination and requires employers with federal contracts or subcontracts that exceed \$10,000 to take affirmative action to hire, retain, and promote qualified individuals with disabilities.



Vietnam Era Veterans' Readjustment Assistance Act of 1974

The Vietnam Era Veterans' Readjustment Assistance Act of 1974 requires covered federal government contractors and subcontractors to take affirmative action to employ and advance in employment specified categories of veterans protected by the Act and prohibits discrimination against such veterans. In addition, VEVRAA requires contractors and subcontractors to list their employment openings with the appropriate employment service delivery system, and that covered veterans receive priority in referral to such openings. Further, VEVRAA requires federal contractors and subcontractors to compile and submit annually a report on the number of current employees who are covered veterans. The affirmative action and mandatory job-listing provisions of VEVRAA are enforced by the Employment Standards Administration's Office of Federal Contract Compliance Programs (OFCCP) within the U.S. Department of Labor (DOL). DOL's Veterans' Employment and Training Service (VETS) administers the veterans' employment reporting requirement.

Amendments to VEVRAA and Section 503

[41 CFR 60-300.44(f)]

Effective March 24, 2014



- Self-Identification Process. VEVRAA: Self identification of applicants pre and post offer. Section 503: Self-identification of applicants pre and post offer, and employee survey at least once every 5 years.
- Outreach and Good Faith Efforts. VEVRAA: Document actions taken and the results from activity. Section 503: Document actions taken and the results from activity.
- Equal Opportunity and Affirmative Action Policies. VEVRAA: Available to applicants and employees, present in supplier/vendor contracts. Section 503: Available to applicants and employees, present in supplier/vendor contracts.
- Benchmark Goals. VEVRAA: 7.2% hiring goal (not a quota). Section 503: 7.2% utilization goal (not a quota).



Additional Government Mandates

Recently increased regulations for government contractors include:

- Pay Transparency
- Equal Pay Act
- EEO-1 Pay Reporting and Pay Analysis
- Aggressive Pay Laws in CA (with many states to follow)
- Sex Discrimination
- An increase of focus on documentation: recordkeeping, hiring processes and compensation during compliance reviews.



Outreach and Good Faith Efforts

- Partnering with Universities and Colleges around the country.
- Participating in job fairs and taking advantage of hiring events on campus.
- Partnering with agencies such as Dress for Success, Women's Coalitions, Women In Non Traditional Roles(WINTER) and Women's Centers nationwide.
- Attending events centered around women or sponsored by Women's Organizations.
- Tracking and documenting our efforts to assess effectiveness and compliance.
- Maintaining records for reporting purposes.



How can OWL help??

- Providing a venue for networking, mentoring and socializing. Such groups increase employee engagement by demonstrating to individuals that people like themselves are not only finding success within the enterprise, but are willing to help them succeed as well.
- Using hosted leadership events as a forum to educate attendees of Oracle's commitment to attract and sustain a diverse workforce.
- Track and retain records of outreach efforts made by OWL.
- During an OFCCP audit these records can help demonstrate Oracle's good faith outreach efforts.
- Recognize and reward individuals who actively recruit and support Oracle's outreach efforts.



Championing Diversity Key Take Away

- Contract compliance is important to Oracle's business.
- Compliance violations can lead to debarment and loss of revenue.
- Stakeholders need to ensure alignment between Oracle's practices and Affirmative Action regulations.
- Key decision makers are current on these provisions so that Oracle is able to maintain a positive compliance standing.