

**UNITED STATES DEPARTMENT OF LABOR
OFFICE OF ADMINISTRATIVE LAW JUDGES**

OFFICE OF FEDERAL CONTRACT
COMPLIANCE PROGRAMS, UNITED
STATES DEPARTMENT OF LABOR,

Plaintiff,

v.

ORACLE AMERICA, INC.,

Defendant.

OALJ Case No. 2017-OFC-00006

OFCCP No. R00192699

**DEFENDANT ORACLE
AMERICA, INC.'S RESPONSE TO
OFCCP'S OBJECTIONS TO
ORACLE'S EXHIBITS**

RECEIVED

DEC 04 2019

**Office of Administrative Law Judges
San Francisco, Ca**

ORACLE AMERICA, INC.'S RESPONSE TO OFCCP'S OBJECTIONS TO ORACLE'S EXHIBITS
CASE NO. 2017-OFC-00006

I. INTRODUCTION

Defendant Oracle America, Inc. (“Oracle”) hereby responds to OFCCP’s Objections to Oracle’s Exhibits. OFCCP objects to a total of 18 exhibits: D88-91, D93, D95-97, D99-106, and D118-119.¹ Oracle believes that OFCCP’s objections are contrary to the guidance given by the Court at the pre-hearing conference. Oracle also believes they lack merit. Accordingly, Oracle respectfully requests that the Court overrule OFCCP’s objections to the admissibility of the majority of these documents.

II. ARGUMENT

A. Response to OFCCP’s Objections to Exhibits D118-119.

D118 and D119 are OFCCP’s notes from witness interviews. Oracle placed these two documents on its exhibit list because Oracle believed OFCCP might call these witnesses to testify at the hearing. OFCCP’s witness list, which Oracle did not see until after the parties exchanged exhibit lists, makes clear these witnesses will not testify. Accordingly, Oracle agrees it will not use Exhibits D118 and D119 at the hearing. OFCCP’s objections are therefore moot.

B. Response to OFCCP’s Objections to Exhibits D88-91, D93, D95-97, D99-106.

While Oracle does not oppose OFCCP’s objection to Exhibit D95, OFCCP’s objections to Exhibits D88-91, D93, D96, D97, and D99-106 are meritless and ignore the Court’s guidance given at the pre-hearing conference.² Oracle notes that it could easily have made the same objections to many of the exhibits on OFCCP’s list but refrained from doing so, given the Court’s clear message that the parties should focus on the merits of OFCCP’s claims and Oracle’s defenses.

OFCCP claims these documents lack foundation, are not relevant, and are hearsay. OFCCP is wrong. Exhibits D88-91, D93, D96, D97, and D99-106 are relevant because they outline and discuss some of Oracle’s Diversity & Inclusion programs and strategies, including

¹ While OFCCP initially states that it objects to Exhibits D117-D118, it later clarifies that it objects to D118-D119. Oracle understands OFCCP’s reference to D117 to be in error.

² For the Court’s convenience, Oracle has attached the exhibits at issue as Exhibit A.

with respect to Asians, women, and African-Americans. Thus, these documents go to Oracle's efforts to promote the professional development and advancement of employees and others who are members of these protected groups. OFCCP accuses Oracle of intentionally discriminating and steering members of these protected groups into lower-paying jobs. Accordingly, Oracle's intent with respect to these protected groups, including its internal efforts to promote and further their professional development, is entirely relevant.³

Nor are these exhibits hearsay. They are not offered to prove the truth of the matter asserted; they are offered to prove Oracle's state of mind with respect to the protected groups at issue. Thus, for example, HR newsletters about Oracle's Diversity & Inclusion efforts are not offered to prove the content of the newsletters. They are offered to prove that Oracle did not intend to discriminate against these protected groups. As these documents demonstrate, Oracle's intent has always been to promote the professional development of members of these protected groups and to help them attain promotions and other professional achievements.

Finally, OFCCP's objection that these exhibits lack foundation is puzzling, given that no witnesses have testified at the hearing and thus no foundation has yet been laid for many of OFCCP's own exhibits. Oracle also notes that it is OFCCP—not Oracle—who has advocated that exhibits be deemed "admissible" without a sponsoring witness. Accordingly, OFCCP's objections to these particular exhibits (but no others) confirm the results-driven nature of OFCCP's arguments, as OFCCP aims to exclude evidence harmful to its case rather than to address true evidentiary issues going to the merits. In any event, Oracle will call Vickie Thrasher to testify at the hearing, who will lay a foundation for these exhibits. OFCCP's foundational objections to these exhibits should therefore be overruled.

³ This is true of D97, which relates to veterans but also specifically addresses Oracle's efforts to promote and support women veterans.

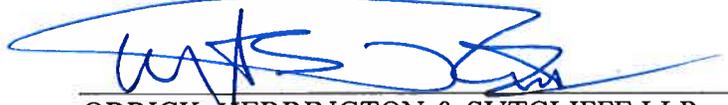
III. CONCLUSION

OFCCP's objections to Exhibits D88-91, D93, D96, D97, and D99-106 lack merit and are contrary to the Court's directive. Accordingly, Oracle respectfully requests that the Court overrule them.

December 4, 2019

Respectfully submitted,

GARY R. SINISCALCO
ERIN M. CONNELL
WARRINGTON S. PARKER III



ORRICK, HERRINGTON & SUTCLIFFE LLP
The Orrick Building
405 Howard Street
San Francisco, CA 94105-2669
Telephone: (415) 773-5700
Facsimile: (415) 773-5759
Email: grsiniscalco@orrick.com
 econnell@orrick.com
 wparker@orrick.com
Attorneys for Defendant
ORACLE AMERICA, INC.

EXHIBIT A

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 Devovx4Kids 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

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 Freeda 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.

From: Oracle Human Resources <sendmail.ww@oracle.com>
To: Oracle US Employees Communications <sendmail.ww@oracle.com>
Sent: 8/9/2016 1:25:51 PM
Subject: Dimensions of Diversity Newsletter – August 2016

Oracle Human
Resources

Oracle logo

Dimensions of Diversity

In this issue...

Diversity in the News

- [Oracle Sponsored Upcoming Events](#)
- [Black Enterprise Magazine Recognizes 2016 Top Executives in Diversity and Inclusion](#)
- [Oracle Scores High on 2016 Disability Equality Index](#)
- [What's Your Blind Spot? Attend Live Webcast to Learn the Impact of Unconscious Bias: Recruitment and Selection](#)
- [Oracle Supplier Diversity Attended the 2016 Women's Business Enterprise National Council's National Conference and Business Fair](#)

Employee Resource Group and Affinity Group Spotlight

- [Oracle Marches in San Francisco Pride Parade](#)
- [Get Connected with Your Colleagues](#)

Veteran's Voice

- [Oracle and Veterans Continuing the Tradition of Service and Camaraderie](#)
- [Join Military and Veteran Employee Network \(MAVEN\) Employee Resource Group](#)
- [Get Your Aria Veteran Badges](#)
- [Support the Injured Veteran Internship Program/Injured Veteran Internship Program](#)
- [Veteran Buddy Guidon Program](#)

Ability Matters

- [Design Thinker Elise Roy Shares Insight on How Designing for Disability Benefits Everyone](#)

Mentoring Moments

- [When Mentoring Goes Wrong](#)

UPCOMING EVENTS

August 10–11 –
IT Senior Management Forum
Symposium and BDPA Annual
Conference, Atlanta, Georgia

August 13 –
Lend a Hand Foundation—Stay
in School Supplies Drive,
Oakland, California

August 23 –
What's Your Blind Spot? Attend
Live Webcast to Learn the
Impact of Unconscious Bias:
Recruitment and Selection

September 7–8 –
Advancing Minority Interest in
Engineering (AMIE) Conference,
Tuskegee, Alabama

September 9 –
When She Speaks Leadership
Series, Make Your Own Rules,
San Jose, California

September 10 –
Human Rights Campaign
National Dinner, Washington,
DC

September 15 –
Congressional Hispanic Caucus
Institute Gala, Washington, DC

September 19–22 –
USBLN Annual Conference,
Orlando, Florida

Learning and Development

- [GlobeSmart—Creating an Inclusive Workplace Learning Path](#)
- [What's Diversity and Inclusion Reading: *Business Networking for Veterans: A Guidebook for a Successful Transition from the Military to the Civilian Workforce*](#)

Inclusion Matters

- [What's Up on the Oracle Diversity and Inclusion WIKI?](#)

Oracle Womens' Leadership (OWL)

- [OWLTech HQ Hosts Lunch-and-Learn: OWLTech Speaker Series](#)

Diversity in the News

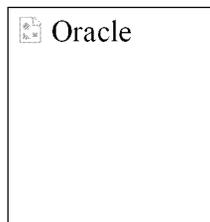
Oracle-Sponsored Upcoming Events

If you would like to attend, volunteer for, or learn more about Oracle's upcoming sponsored events, please contact [Traci Wade](#).

[back to the top](#)

***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.

[back to the top](#)

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, Enterprisewide 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.

[back to the top](#)

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%7Cc=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](#).

[back to the top](#)

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.”

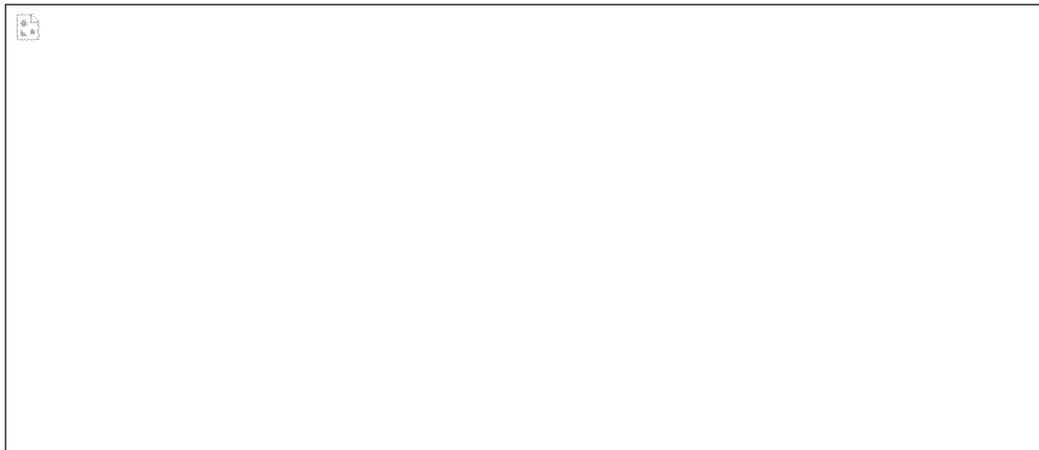
To learn more about our program, visit our [Supplier Diversity website](#). We also have an [external Supplier Diversity website](#) that you can share with customers or suppliers who may be interested in learning more about Oracle’s program.

[back to the top](#)

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 OPEN’s 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.”

[back to the top](#)

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](#).

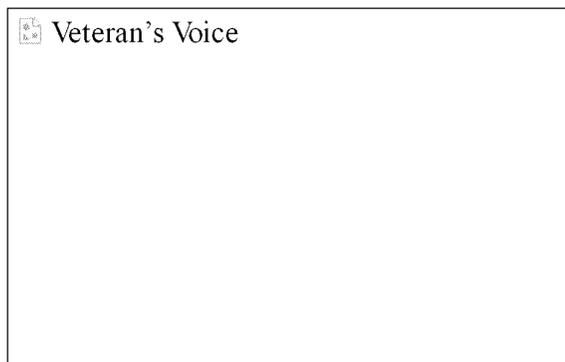
[back to the top](#)

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 226th birthday to the US Coast Guard this month.

[back to the top](#)



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.

[back to the top](#)

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.



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](#).

[back to the top](#)

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.

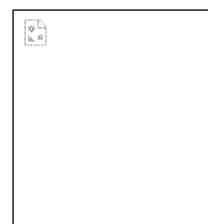
Stay tuned for updates on the VGP or contact [Gerry Borja, senior Oracle Diversity and Inclusion consultant—veterans](#).

[back to the top](#)

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.](#)

- [TEDTalk interactive transcript.](#)

[back to the top](#)

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.

[back to the top](#)

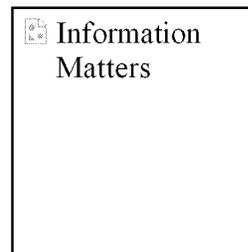
Learning and Development

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 OTube](#); 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.

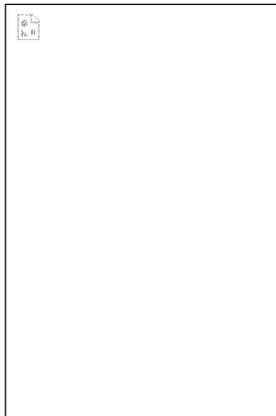
Learn more about GlobeSmart by viewing our [July 2016 webcast](#), and learn how to access GlobeSmart on the [internal GlobeSmart website](#).

[back to the top](#)

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



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. Authored by two former US Marines 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 unique 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.

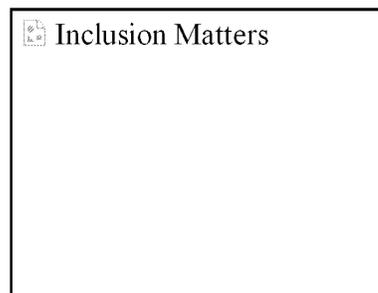
[Read more](#) | [Register for Safari Books Online](#).

[back to the top](#)

Inclusion Matters

What's Up on the [Oracle Diversity and Inclusion Wiki](#)?

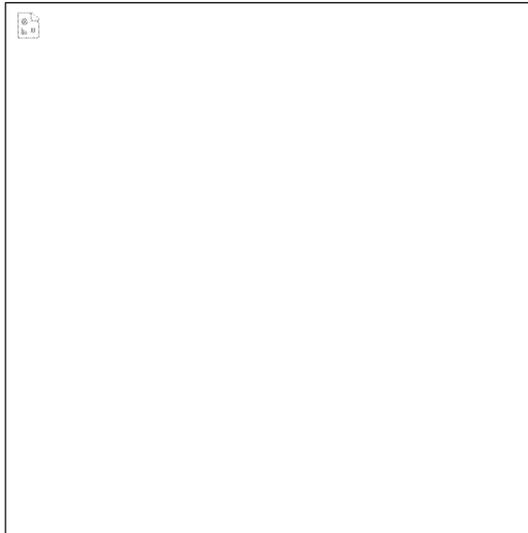
1. Mentoring Moments
2. Community Action
3. Information Matters – Diversity and Inclusion Library Resources
4. *Unleashing the Power of Generational Diversity* – Leadership Development Video
5. *Dimensions of Diversity* Newsletters
6. Manager FAQs
7. A Culture of Mentoring Replay



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](#).



[back to the top](#)

For More Information Contact Oracle Diversity

If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

Copyright © 2016, Oracle Corporation
and/or its affiliates. All rights reserved.

[Contact Us](#) | [Legal Notices and Terms of Use](#) | [Privacy Statement](#)

Oracle Confidential – For Internal Use Only.

Oracle Corporation - Worldwide Headquarters
500 Oracle Parkway, Redwood Shores, CA 94065 U.S.A.

ORACLE



U.S. Diversity and Inclusion

HUMAN RESOURCES



U.S Diversity & Inclusion @ Oracle
Barbara Williams Hardy
HR Director, Diversity & Inclusion
August 9, 2016



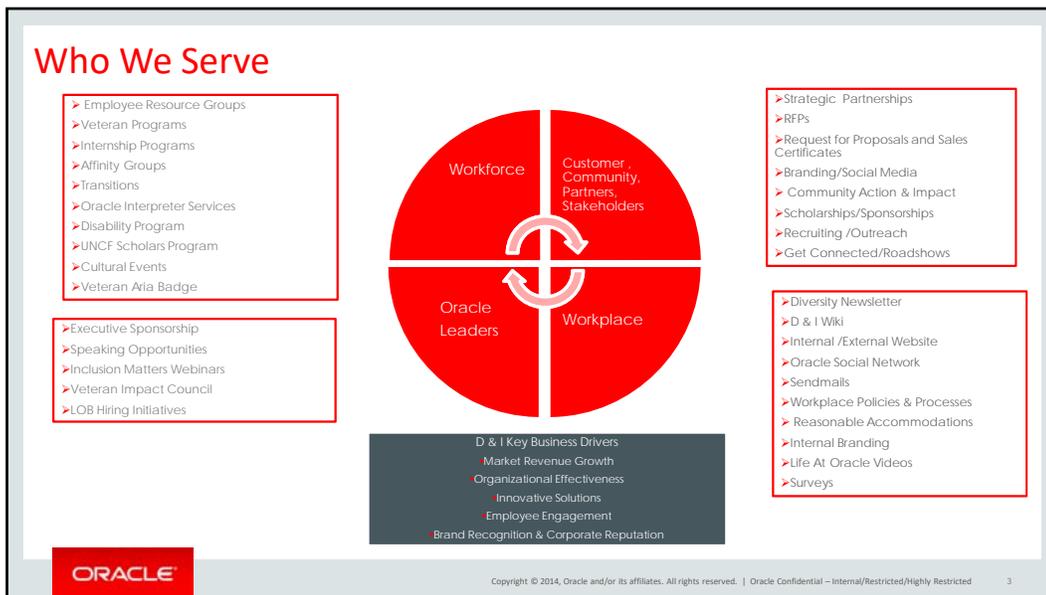
ORACLE

Copyright © 2014, Oracle and/or its affiliates. All rights reserved.

Oracle Confidential – Internal/Restricted/Highly Restricted

dare *welkom* **hozott** **bienvenida** **GREET** souhaiter
Greet **kabul** hospedar
WELCOME **suhaiter** **menerima**
welkom hozta albergar
hospedar **MOGUAH** degemer
ORACLE

Copyright © 2014, Oracle and/or its affiliates. All rights reserved. | Oracle Confidential – Internal/Restricted/Highly Restricted



- **Workforce:** Foster and enable a high performing engaged, diverse and inclusive workforce capable of exceeding organization and shareholder expectations
- **Oracle Leaders:** Provide Oracle leaders with the tools and resources to proactively foster and sustain a diverse and inclusive environment that drives employee engagement and innovation
- **Workplace:** 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
- **Customer, Community, Partners, and Stakeholders:**
 - Increase Oracle brand reputation demonstrating our commitment to inclusion and equity among Customers, Partners and Communities
 - Maximize shareholder value by reducing costs and branding Oracle a diverse and inclusive technology leader

Shifting Demographics

It's About Counting People

&

It's About Including People

The best companies are comprised of a wide range of people INSIDE (employees) and OUTSIDE (customers)

Teams that outperform and are more innovative are both diverse and skilled at cultivating and utilizing their differences inclusively.



ORACLE

Copyright © 2014, Oracle and/or its affiliates. All rights reserved. |

The proportion of people of color participating in the workforce will only increase as the United States becomes a more racially and ethnically diverse country. Census data tell us that by 2050 there will be no racial or ethnic majority in the US. Further, between 2000 and 2050 new immigrants and their children will account for 83 percent of the growth in the working-age population.

Source: The State of Diversity in Today's Workforce, Center for American Progress [Article](#)

If people think alike then no matter how smart they are they most likely will get stuck at the same locally optimal solutions. Finding new and better solutions, innovating, requires thinking differently. That's why diversity powers innovation. (Scott Page, [Diversity Powers Innovation](#))

Buying Power

Consumer	Buying Power
Asian	1.0 Trillion
African American	1.3 Trillion
Latino	1.2 Trillion
LGBT	1.0 Trillion
Millennial	.2 Trillion
IWD	.175 Trillion
Native American	.1 Trillion
Total	4.9 Trillion



Sources: Catalyst and the Kessler Foundation

ORACLE

Copyright © 2014, Oracle and/or its affiliates. All rights reserved. | Oracle Confidential – Internal/Restricted/Highly Restricted 5



Front load growth mindset and adaptability

Leaders can invite participation and collaboration without giving up authority

Learn to listen. Ask, include and welcome new ideas, opinions and insights.

Impact of Disengagement

Actively disengaged employees cost U.S. businesses between \$450 billion and \$550 billion every year.

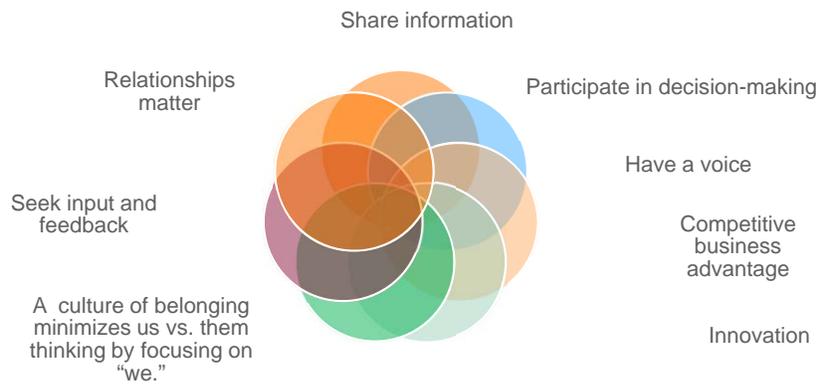


Source: Gallup

ORACLE

Copyright © 2014, Oracle and/or its affiliates. All rights reserved. | Oracle Confidential – Internal/Restricted/Highly Restricted 7

Inclusive Leadership = Employee Engagement & A Culture of Belonging



ORACLE

Copyright © 2014, Oracle and/or its affiliates. All rights reserved. |

By using the inclusive leadership

ESTIMATED TIME: 30 sec.

ROLE: Facilitator

SAY: Here are all of the 6 Ways together.

NOTE: Repeat the strategies

SAY: The key to these strategies is to continue to practice this self-awareness. It is like muscle: it takes effort to develop and to sustain it. You have them outlined in your participant guide.

SAY: Now we will do an activity where you will have the opportunity to apply the concepts we've discussed.

TRANSITION to next slide

Leading From the Inside Out

- Work to build personal connections with those who may be different from you.
- Learn about different cultures and backgrounds by attending cultural events, having conversations and doing research.
- Continually seek feedback to gain awareness of your potential blind spots.
- Model appropriate behavior. Stop inappropriate actions by others.
- Listen to all perspectives. Notice what perspectives are missing
- Always treat others with dignity and respect.



Oracle Diversity & Inclusion Vision – 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.

Dedicated to hiring the best – right from the start.

Ideas and talent are universal, and so is our workforce. Embracing differences has made Oracle a world-class organization and innovator. With offices in 145 countries, we're committed to identifying and recruiting the top talent in every location. In the U.S., this includes working with more than 30 colleges and universities including Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs) to recruit the best and brightest new talent.

Committed to enhancing your potential.

Oracle Diversity and Inclusion Programs are designed to help you establish an exceptional career by making the most of your individual talents.

- Oracle Corporate Scholars Internship Program – A partnership with the United Negro College Fund (UNCF) to provide students who attend their member Historically Black Colleges and Universities (HBCUs) with an eight-week paid internship experience within Oracle.
- Oracle Injured Veteran Job and Training Program – A one-year internship to enhance the professional and personal development of veterans injured in Afghanistan and Iraq.
- Veteran Buddy Program – The mission of the Oracle Veterans Buddy Program is to engage newly hired military veterans and orient them into the corporate culture by providing a buddy to guide them as they transition to the Oracle culture.
- Oracle Interpreter Services Program – Provides American Sign Language (ASL) interpreting services to Oracle employees who are deaf or who have a hearing loss and to those who work with them in the course of conducting Oracle business. The program assists employees to be effective in their work lives while supporting our culture of inclusion.

A workplace as unique as you are.

At Oracle, you'll be able to shape the future of IT through your creativity, ingenuity and ambition. To help you achieve your best, we have broken the traditional workplace mold to provide you with award-winning career choices and resources. From the Oracle Women's Leadership to our wide variety of Employee Resource and Affinity Groups, we've established a culture that:

- Provides flexibility
- Accommodates differing abilities
- Encourages collaboration
- Fosters individual growth and success
- Facilitates open communication

To learn more about our Diversity and Inclusion Programs and how you can contribute your unique abilities to our success, contact us at diversity_us@oracle.com or visit:

oracle.com/careers

Integrated Cloud Applications & Platform Services

Oracle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability, and protected veterans status or any other characteristic protected by law.

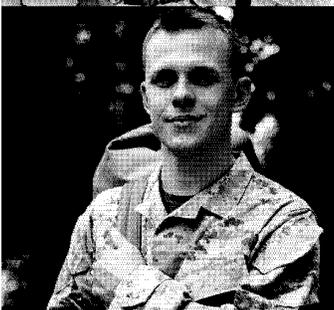
© 2015, Oracle and/or its affiliates. All rights reserved. Oracle and Java are registered trademarks of Oracle and/or its affiliates. Other names may be trademarks of their respective owners.



Integrated Cloud Applications & Platform Services



Leveraging the Power of Diversity and Inclusion.



At Oracle, the most amazing innovations come from bringing out the best in the diverse backgrounds and perspectives of all of our employees, suppliers, customers and partners. Empowering diversity defines our global competitive advantage.

Dedicated to hiring the best – right from the start.

Ideas and talent are universal, and so is our workforce. Embracing differences has made Oracle a world-class organization and innovator. With offices in 145 countries, we're committed to identifying and recruiting the top talent in every location. In the U.S., this includes working with more than 30 colleges and universities including Historically Black Colleges and Universities (HBCUs) and Minority Serving Institutions (MSIs) to recruit the best and brightest new talent.

Oracle Diversity & Inclusion Vision – 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.

Committed to enhancing your potential.

Oracle Diversity and Inclusion Programs are designed to help you establish an exceptional career by making the most of your individual talents.

- **Oracle Corporate Scholars Internship Program** – A partnership with the United Negro College Fund (UNCF) to provide students who attend their member Historically Black Colleges and Universities (HBCUs) with an eight-week paid internship experience within Oracle.
- **Oracle Injured Veteran Job and Training Program** – A one-year internship to enhance the professional and personal development of veterans injured in Afghanistan and Iraq.
- **Veteran Buddy Program** – The mission of the Oracle Veterans Buddy Program is to engage newly hired military veterans and orient them into the corporate culture by providing a buddy to guide them as they transition to the Oracle culture.
- **Oracle One-Year Internship Program** – A one-year internship that provides college graduates from underrepresented groups the experience to connect their studies and the business world. Through this program, the interns become fully integrated into Oracle business and culture.

A workplace as unique as you are.

At Oracle, you'll be able to shape the future of IT through your creativity, ingenuity and ambition. To help you achieve your best, we have broken the traditional workplace mold to provide you with award-winning career choices and resources. From the Oracle Women's Leadership to our wide variety of Employee Resource and Affinity Groups, we've established a culture that:

- Provides flexibility
- Accommodates differing abilities
- Encourages collaboration
- Fosters individual growth and success
- Facilitates open communication

To learn more about our Diversity and Inclusion Programs and how you can contribute your unique abilities to our success, contact us at diversity_us@oracle.com or visit:

ORACLE.COM/CAREERS

Oracle is an Equal Employment Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, sexual orientation, gender identity, disability and protected veterans status or any other characteristic protected by law.

Oracle Human Resources Diversity and Inclusion

Oracle's Commitment to the Lesbian, Gay, Bisexual and Transgender (LGBT) Community

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.

Oracle's goal is to attract, develop, retain, and engage the right talent in the marketplace. We leverage our employee's unique skills, abilities and experiences to transform our workplace where everyone feels valued and respected. Our commitment to diversity and inclusion is a business imperative and we strive to make Oracle an employer of choice through initiatives that engage, develop, and advance our workforce. Our efforts within the LGBT community include:

Internal Programs and Resources

- **Oracle Pride Employee Network (OPEN) Employee Resource Group** is an active employee resource group (ERG) made up of Oracle employees who identify as the lesbian, gay, bisexual, or transgender and their friends and allies. The purpose of OPEN is to network with one another for support and to partner around issues of interest to LGBT communities, especially as they relate to diversity in the workplace and as they contribute to Oracle's success as a business.
- Every year, **OPEN** partners with **Diversity & Inclusion** and **Real Estate & Facilities** to fly the rainbow flag at Oracle owned locations in observance of **Pride Week**. Oracle Pride celebrations include an informal lunch at Redwood Shores. Events of the week are prominently featured in the **Dimensions of Diversity newsletter** which is circulated to all US employees.
- **Oracle has published an "It Gets Better" video**. The It Gets Better Project's mission is to communicate to lesbian, gay, bisexual and transgender youth around the world that it gets better, and to create and inspire the changes needed to make it better for them. The video, a collaboration between Marketing, Diversity & Inclusion, and OPEN, is available on the It Gets Better Project website, YouTube, and the Oracle Media Network.

Community Partnerships and Support

- Oracle sponsors **Black Tie Dinner**, a non-profit organization that raises funds for LGBT supportive organizations serving North Texas through a premier event of empowerment, education and entertainment in partnership with the community. Since its inception in 1982, Black Tie Dinner has been the largest fund raising dinner for the LGBT community in the nation.
- **The Human Rights Campaign (HRC)**: is the largest civil rights organization working to achieve equality for lesbian, gay, bisexual and transgender Americans. Oracle has been recognized as among the "Best Places to Work" by the HRC's Corporate Equality Index (CEI) for the past 8 consecutive years with a score of 100%.

Oracle Human Resources Diversity and Inclusion

- Oracle was an inaugural sponsor of the **HRC National Dinner** in Washington, DC, meaning that Oracle has sponsored the national dinner annually since its inception 19 years ago. We also annually sponsor the San Francisco Bay Area dinner.
- Oracle sponsors **Lesbians Who Tech San Francisco**, a community of queer women in or around tech and their allies. The organization works to increase the visibility and tech participation in two historically underrepresented communities: the women's and queer communities.
- **Out & Equal Workplace Advocates**: is the world's largest nonprofit organization specifically dedicated to creating safe and equitable workplaces for lesbian, gay, bisexual and transgender people. Oracle participates in the annual **Out & Equal Workplace Summit** where employees can attend workshops and caucuses designed to create an inclusive workplace. Oracle employees also attend and present on panels at the local **Out & Equal Momentum** networking events in the Bay Area.
- Oracle has attended recruiting events targeting LGBT graduates. We are regularly included in the **Out for Work "Hot Shots"** career resource distributed to college career centers. Oracle has attended the Out for Work national career fair in the past as well as the **Out for Undergrad Technology Conference career fair**.
- **San Francisco LGBT Pride Celebration and Parade** is the largest LGBT gathering in the nation. For the sixth consecutive year in 2015, Oracle has been a sponsor and had a presence at the parade. OPEN has organized a contingent to march and registered participants with Oracle Volunteers.

Policy and Business Practice

- Oracle's **Equal Employment Opportunity (EEO)** statement includes both sexual orientation and gender identity and can be viewed on our Corporate Citizenship page.
- Oracle has endorsed the **Equality Act**, federal legislation that would establish full, federal equality for all LGBT Americans. In doing so, Oracle has made clear that we believe all LGBT Americans should have the protections from discrimination in federal law that they deserve.
- In **protest of Indiana's Religious Freedom Restoration Act**, Oracle took a significant step in withdrawing from the Big Data conference hosted in Indiana.
- Oracle is a signatory both to the **Employment Non-Discrimination Act (ENDA)** which would explicitly protect LGBT people in the workplace and to the amicus brief **against the Defense of Marriage Act (DOMA)**. While ENDA has not become law, DOMA was successfully repealed.
- Oracle offers **same sex domestic partner benefits** including healthcare and the recognition of same sex marriage for domestic partner benefits.

Oracle Human Resources Diversity and Inclusion

- In support of the transgender community, Oracle provides comprehensive **transgender benefits** globally that meet the World Professional Association for Transgender Health (WPATH) standards of care. Oracle has many transgender employees around the globe including the US, EMEA, and Latin America.

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.

Oracle Hires and Supports America's Heroes: Our Veterans

Oracle recognizes those who have served in the United States Armed Forces and we are especially proud to acknowledge and support our own employees and their families who have served or are serving in military duties. We have hired men and women from every branch of the military including Infantrymen, Combat Engineers, Operations Specialists, Chief Logistics Readiness Officers, Platoon Sergeants and Brigadier Generals.

Oracle has a long history serving our veterans, especially those injured during their service to find employment. 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 within the Veterans community include:

Internal Programs and Resources

- **MAVEN (Military and Veteran Employee Network)** is one of the newest Employee Resource Groups (ERG) and is employee-led 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.
- **Oracle Injured Veterans Internship Program:** Oracle sponsors a job training program that offers paid real world work experience and mentoring for soldiers injured in the Iraq and Afghanistan wars. This personalized career development support comes from skilled Oracle professionals in departments such as IT, consulting, customer sales support, human resources, sales and software engineering. HirePurpose is one of our partner in this program.
- **Oracle Veteran Impact Council:** The Council is comprised of senior executives, veteran champions, stakeholders and veterans who lead by example and consistently work to ensure Oracle implements and sustains innovative and successful Veteran Programs. Representatives meet regularly to discuss progress on initiatives and ways to strengthen our commitment to our internal and external Veteran community. Together, we work to promote a military friendly workplace and diversity and inclusion within Oracle and in our communities.
- **Veteran Aria Badge:** The badges are a way for our Veterans to voluntarily identify themselves as someone who has bravely served our country, by proudly displaying this distinguishing accolade to his/her Aria profile. The badge program encourages and creates unique opportunities for Veterans to communicate and build camaraderie by providing a means to identify and connect with fellow Veterans; continuing the proud tradition of strengthening and enriching Oracle's diverse culture and community.
- **Veteran Buddy Program:** This program is designed to: (1) Increase employee productivity by providing guidance in areas where the two cultures differ; (2) Minimize the confusion and uncertainty associated with transitioning from the military to the corporate environment during the early days of employment; (3) Increase recruiting and retention among veterans by fostering an inclusive culture.

Oracle Human Resources

Diversity and Inclusion

Community Partnerships and Support

- **California Women Veterans Unconference:** This is not your typical conference. That's why it's called an "unconference." The Unconference is open to women that are currently serving, have served, national guard and reserves. By attending the California Women Veterans Unconference, participants have the opportunity to learn from inspirational and knowledgeable speakers, practitioners, industry leaders, and community partners while forming new connections and networking.
- **Fisher House:** Each year, Oracle contributes \$20,000 to Fisher House, an organization that provides housing free of charge to injured veterans and their families. In total, Oracle has donated \$175,000 over the years to support Fisher House in its work to build homes and provide services for veterans and their families during medical treatment and rehabilitation.
- **HirePurpose:** A strategic Military Outreach Partner for Oracle provides us with opportunities to recruit top military talent from their career portal, brand Oracle as a military friendly company and build relationships with over 30 military transition offices and college campuses.
- **Leave No Veteran Behind (LNVB):** Oracle is a corporate sponsor of Leave No Veteran Behind's Executive Leadership Program.
- **Joining Forces:** In partnership with Cisco and Futures Inc., Oracle participates in the White House initiative Joining Forces by encouraging its more than 20,000 US channel partners and suppliers to support the education, certification and hiring of veterans. Joining Forces is aimed at assisting veterans begin careers in fields such as computer programming and software development.
- **Oracle University Workforce Development Program for Veterans:** The mission of the Workforce Development Program (WDF) is to offer affordable, flexible, industry recognized Oracle training to US Veterans, supporting Oracle certifications resulting in employment and an increase in earning potential. Over two hundred education partners across the US offer traditional and online training to develop skills necessary for the top IT jobs. We provide expert assistance in selecting courses, educational paths and locations.
- **Veterans Recruiting, Networking and Outreach:** Oracle supports a broad range of efforts that provides veterans and injured veterans with opportunities to build professional networks and find civilian jobs that build on their skills. This includes events such as the as the Transition Services Expo and the Swords to Plowshares Veterans NetWork Workshops. Through the efforts of the Veteran Impact Council, Operation Forward March (OFM) is a veteran hiring strategy that specifically hired Sales Consultants to support our Human Capital Management, Customer Experience, ERP-Supply Chain and Logistics, Sales and Marketing and Sales Cloud product offerings.

Community Action and Impact

Oracle Human Resources Diversity and Inclusion

From participating in job fairs, providing skills training to running in marathons and providing care packages for "adopted" units of deployed US military service members serving in Iraq, Afghanistan, and other conflict regions. Our employees take action and give back.

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 including -- veteran service organizations -- up to \$300 per employee, per fiscal year.

Oracle's Commitment to Hispanics

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 within the Hispanic Community include:

Internal Programs and Resources

- **Oracle Hispanic Oracle Leadership Associates (HOLA) Employee Resource Group:** The Hispanic Oracle Leadership Associates (HOLA) Employee Resource Group which consists of Hispanic employees and friends. The ERG strategizes on Oracle business initiatives they can assist with driving, professional/career development and mentorship.

Community Partnerships and Support

- **Congressional Hispanic Leadership Council (CHLI):** CHLI is dedicated to fostering a broad awareness of the diversity of thought, heritage, interests and views of Americans of Hispanic and Portuguese descent. Oracle partners and sponsors their annual gala and an Oracle executive is a member of their board of directors.
- **Hispanic IT Executive Council (HITEC):** HITEC is a premier global executive leadership organization of senior business and IT executives. HITEC's premiere network spans the Americas and is focused on building stronger technology and executive leaders, leadership teams, corporations, and role models in a rapidly changing, flatter, and information technology centric world. These global leaders include executives leading Global 1000 corporations while others lead some of the largest Hispanic-owned IT firms across the Americas. Oracle partners with HITEC to provide professional development to Hispanic employees. Several Oracle employees have also served on its Board of Directors.
- **Congressional Hispanic Caucus Institute (CHCI):** CHCI was founded on three cornerstones for success: education attainment and college access, leadership development programs in D.C., and access to a powerful network of Latino leaders in the United States. Oracle provides a 10K sponsorship of their annual gala. Oracle also provides a 5K scholarship for Latino college students pursuing STEM degrees.
- **Hispanic Engineering National Achievement Award Conference:** Their mission is to be a national leader in keeping America technologically strong by promoting Science, Technology, Engineering and Math careers especially in underserved communities. Oracle sponsors their annual conference, provides speakers and scholarships for STEM scholars to attend the conference.
- **Latino Magazine:** Oracle was recognized in *LATINO Magazine's 2013 LATINO 100 List* as one of the top 100 companies providing the most opportunities for Latinos. Latino magazine is published quarterly with a targeted audience of opinion leaders, influencers, stakeholders, educators, students and members of Hispanic organization and corporate executives.

Oracle Human Resources Diversity and Inclusion

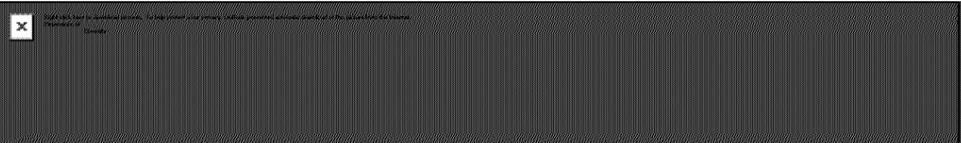
Giving Back

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.

From: Oracle Human Resources <sendmail.ww@oracle.com>
Sent: Wednesday, September 14, 2016 3:09 PM
To: Oracle US Employees
Subject: Dimensions of Diversity Newsletter – September 2016



In this issue...

Diversity in the News

- [Oracle Sponsored Upcoming Events](#)
- [Hispanic Heritage Month](#)
- [Get Connected with Hispanic Oracle Leadership Association \(HOLA\) Employee Resource Group](#)
- [Employee Resource Group Hosts a Roundtable Discussion with Safra Catz](#)
- [Oracle Diversity and Inclusion Co-Hosts Reston Talent Connections for Veterans](#)
- [Oracle Sponsors National Federation of the Blind National Convention: Participates in Job Fair and Awards Scholarships](#)
- [Oracle Is a SMASH Hit at Youth Networking Night at Stanford](#)
- [Oracle Lends Hands at Annual Backpack Event](#)

Employee Resource Group and Affinity Group Spotlight

- [Oracle Academy and African-American Business Leaders for Excellence Join to Host Mye-Future in STEM Workshop](#)
- [Oracle Professional Asian Leadership Austin Hosts Yoga 101: Mindful Meditation](#)
- [San Francisco Pride Lunch](#)
- [National Black MBA Association Austin Chapter 10th Anniversary Vision Gala](#)
- [Join Oracle for Orlando's Come out with Pride, Saturday, October 8](#)
- [Get Connected with Your Colleagues](#)

Veteran's Voice

- [Happy Birthday Air Force—Fly, Fight, and Win in Air,](#)

UPCOMING EVENTS

- September 15 –**
Congressional Hispanic Caucus Institute Gala, Washington DC
- September 19–22 –**
USBLN Annual Conference, Orlando, Florida
- October 5–9 –**
Hispanic Engineering National Advancement Awards Conference, Anaheim, California
- October 8 –**
Orlando Pride March, Orlando, Florida
- October 11–12 –**
TechBridge International Day of the Girl Child, STEM-focused workshops, Oracle Santa Clara and Pleasanton campuses
- October 15 –**
WorldWideWomen Girls' Festival Workshop, Day of Exploration, Inspiration and Fun for thousands of Bay-Area girls, San Francisco, California

- [Space, and Cyberspace](#)
- [Diversity and Inclusion Seeks Black Hats as Guides for Veteran Guidon Program](#)
- [What Is a Guidon Anyway?](#)
- [Support the Injured Veteran Internship Program](#)
- [Get Involved by Becoming a MAVEN Member](#)
- [Get Your Aria Veteran Badges](#)

Ability Matters

- [Product Designer Mileha Soneji Shares How Empathy Leads to Accessible Design and Human-Centered Solutions](#)

Mentoring Moments

- [Five Power Coaching Words](#)

Learning and Development

- [GlobeSmart—Winning at Managing Competing Priorities](#)

Inclusion Matters

- [What's Up on the Oracle Diversity and Inclusion WIKI?](#)

Oracle Womens' Leadership (OWL)

- [OWL Frisco Community Hosts The Power of Being Heard: High Performance Virtual Teams](#)

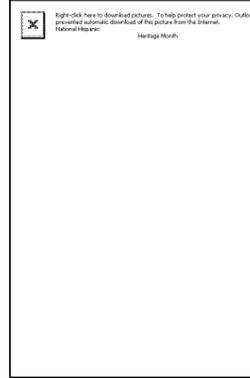
Diversity in the News

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](#).

[back to the top](#)

Hispanic Heritage Month



During National Hispanic Heritage Month (September 15 to October 15), we recognize the contributions made by and the important presence of Hispanic and Latino Americans to the United States and celebrate their heritage and culture. This year's 2016 theme is, "Honoring Our Heritage. Building Our Future."

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.

Hispanics have had a profound and positive influence on our country through their strong commitment to family, faith, hard work, and service. They have enhanced and shaped our national character with centuries-old traditions that reflect the multiethnic and multicultural customs of their community.

[back to the top](#)

Get Connected with Hispanic Oracle Leadership Association (HOLA) Employee Resource Group

The HOLA Employee Resource Group (ERG) launched in 2014 and currently is under the leadership of Gina Miranda, executive assistant at Oracle and HOLA chairperson, and Juan Carlos Cabrera, senior director of Oracle Global Risk Management and HOLA co-chair. HOLA is open to all employees. Its mission is to develop and nurture the intellectual leadership of our Latino community in order to maximize our contribution within Oracle to drive innovation while achieving our own professional growth.

Why get connected with HOLA? HOLA and our other ERGs are led and supported by executive leaders and made up of our employees who share common interests, backgrounds, or life experiences. Our strategic business resources support recruitment and retention, provide professional development and mentorship, and impact the community. ERGs foster an inclusive and engaging work environment and are managed by Oracle Diversity and Inclusion.

HOLA wants to grow its membership, increase engagement of its members, and build new communities.

Join HOLA today.

- Log in to Oracle Identity Self-Service using your Single Sign-On (SSO) login information.
- Click the **Request Access** tab.
- Enter **HOLA** into the Search field, set Group Action to **Subscribe to Groups**, and select **For Myself**.
- Click **Search** and the group you entered in the Groups Name field should appear in the Available Groups box.
- Click the **hola_us_ww_grp** group and then **Add to Cart**.
- Click **Next Step** at the top of the page and proceed to **Checkout**.
- Enter a reason why you want to join the group and then click **Submit**.

[back to the top](#)

Employee Resource Group Hosts a Roundtable Discussion with Safra Catz

On June 23, more than 340 Employee Resource Group (ERG) members around the world listened in on a conversation between ERG executive sponsors and Oracle CEO Safra Catz. The discussion allowed each ERG executive sponsor to introduce the mission of our ERGs and FY2017 goals, as well as gain Safra's insights and thoughts about how we can continue to add value to Oracle's business.



Members from all Oracle ERGs were invited to the call and were represented by the following executive sponsors:

- Oracle Pride Employee Network (OPEN) (LGBT and Allies)—Christine Coats, VP, Legal Operations Manager
- African-American Business Leaders for Excellence (ABLE)—Ernest Jones, GVP, NA UNIX Server Sales
- Hispanic Oracle Leadership Association (HOLA)—Juan Carlos Cabrera, Senior Director, ACS GRM LAD
- Oracle Professional Asian Leadership (OPAL)—Enda Hu, VP, Financial Development
- Military and Veteran Employee Network (MAVEN)—Ken Currie, GVP, Sales Consulting, Public Sector Technology

The discussion's main theme was providing support for employees by encouraging diversity and inclusivity at all levels. As you know, diversity is viewed as a critical business objective at Oracle. Studies have repeatedly shown that there's an increase in turnover and decrease in productivity when unconscious bias is prevalent and employees do not feel comfortable bringing their whole selves to work.

The room was filled with excitement as Safra discussed her views on the importance of diversity in our workforce to our customers and partners. She was asked to address these questions.

- Is there a collaborative vision that the ERGs should be driving to, and what is the importance of individuality?
- Where can we increase our assistance to the business?
- How can our ERGs and Oracle Diversity and Inclusion be leveraged globally?

On the importance of diversity, Safra said, "What is really the center of our company? It is our people...it is the genius of solving problems from different points of view, and because of that, it is absolutely critical that we get the most out of our people, and the only way to do that is to feel comfortable—comfortable in our difference."

Oracle Diversity and Inclusion Co-Hosts Reston Talent Connections for Veterans

On August 15, the second Oracle Veterans Talent Connections (OVTC) was held at the Reston campus and co-hosted by Oracle Diversity and Inclusion and Veteran Recruiting.

More than 100 military veterans were invited, and the event was kicked off with a panel of Military and Veterans Employee Network (MAVEN) members moderated by Gerry Borja, senior Oracle Diversity and Inclusion consultant and Army veteran. The panel's theme was, "What makes Oracle a military friendly organization?" There are varying definitions of what military friendly means and the goal of the panelists was to share the positive experiences of working at Oracle.



The first speaker, SVP and Chief Communications Officer Bob Evans, not only shared his personal experiences but also stayed for the duration of the event. Josh Shaffer, veterans recruiting program manager and Marine Corps veteran says, "He was very engaged and authentic. Not only were we honored to have Bob speak, but to have him stay for the entire four hours speaks highly of leadership's support to hire veterans." The event is expected to net at least 10 offers.

Oracle Sponsors National Federation of the Blind National Convention: Participates in Job Fair and Awards Scholarships

Oracle was a Platinum sponsor of the National Federation of the Blind (NFB) national convention in July in Orlando, Florida. This five-day event is the largest gathering of the blind in the world (2,368 attendees this year), and it offers training seminars and meetings of state divisions and committees, an exhibit hall of the latest technologies and products for the blind, and coverage of federation-related business.



The convention began with a job-seeker panel followed by the largest job fair for nearly 300 blind and low-vision job seekers who connected with 30 employers from throughout the US. During the panel, information was shared on initiatives, tools, and resources that Oracle has available to create and sustain a culture of inclusion and accessibility for all employees. General tips on applying for jobs at Oracle were also outlined. Representing Oracle at the panel and job fair were Eve Lewis, diversity

recruiting programs manager, and David Ortiz, senior diversity and inclusion consultant.

The final day of the convention covered numerous business-related topics.

- The NFB Government Affairs group discussed several items it is pursuing on the legislative front, including its support for the Supplementary Advanced Notice of Proposed Rule Making from the Department of Justice regarding website

accessibility.

- Each year the membership is asked to vote on several resolutions; the item of most relevance to Oracle is resolution 2016-09, which urges developers of Integrated Development Environments (IDEs) to build with the blind in mind.
- Executives from the Jernigan Institute presented on two topics of potential interest to Oracle: a pilot program for how to teach people to deliver web accessibility training (initially to be done for Google products), and an “accessibility switchboard” that enables low-vision users to provide feedback on products. The Oracle Accessibility Program Office will be following up on these.

The highlight of the convention was the banquet on the final evening. Oracle was well represented by: Maher Muhanna, senior manager, ATG development; Guru Krishnan Venkatesan, project leader; Peter Wallack, senior director, accessibility program; Luis Zaragoza, support renewal rep; and Maxine Zasowski, architect, Oracle E-Business Suite Accessibility.

NFB President Mark Riccobono gave a rousing speech titled, *The Understanding of Fear and the Power of Progress*, and Dan Goldstein was awarded the Dr. Jacob Bolotin Award for 30 years of legal service to the blind and disabled. Both Mark and Dan consider Oracle to be a good friend of the NFB.

Finally, the NFB awarded approximately US\$200,000 in scholarships. These included two \$8,000 scholarships sponsored by Oracle: the Oracle Scholarship for Excellence in Computer Science, given to a blind student studying computer science, computer engineering, user experience, or a related field (awarded to Syed Rizvi), and the Oracle Scholarship for Excellence in a STEM field, given to a blind student currently studying science, technology, engineering or math (awarded to Laura Etori).

[back to the top](#)

Oracle Is a SMASH Hit at Youth Networking Night at Stanford

Oracle professionals of color and women in STEM-related fields volunteered at Networking Night at Level Playing Field Institute's (LPFI) Summer Math and Science Honors (SMASH) Academy at Stanford University on July 26.

The dozen Oracle volunteers networked with SMASH scholars, ages 15 to 17, who are engaged in both intensive STEM (science, technology, engineering, and mathematics) education at Stanford, and also learning public speaking and presentation skills. Networking Nights provide insight into professional careers in STEM, as well as guidance on how to prepare for such a career in high school and college and through internships; especially women and volunteers of color who will inspire SMASH scholars as role models and potential mentors on the challenging path ahead.

“This event was an amazing opportunity for Oracle to demonstrate our commitment to the community, diversity, LPFI, and the SMASH programs,” says Oracle project lead Roderick Jefferson, senior director sales enablement, learning curriculum and programs. “We had a great group of engaged and participative Oracle representatives with a very diverse background and skill set. The event was well organized and the delegates were well prepared, gracious, enthusiastic, and full of questions.”

LPFI's Corporate and Foundations Officer Samantha Smart Merritt thanked our volunteers by saying, “Your engagement was an inspiration to our SMASH scholars, youth who now see rewarding potential futures in STEM fields and role models to look up to.”

Please read to learn more about the [Level Playing Field Institute](#).

[back to the top](#)

Oracle Lends Hands at Annual Backpack Event

“Together we can make a difference,” was the mindset of a vibrant group of Oracle Volunteers who rallied together on August 13 to fill more than 250 backpacks for students attending West Oakland Elementary School in California. This event was hosted by the Lend a Hand Foundation, a nonprofit organization that was founded in 1997 and is dedicated to enhancing the quality of life for low-income and at-risk youth.

In collaboration with sponsors such as Oracle, the Lend a Hand Foundation has been able to provide more than 58,000 backpacks and school supplies through its Annual Back to School Give Away Program. More importantl through collaborative efforts it has been able to change the lives of 5,000 children and families annually.

For many of the Oracle Volunteers, it was not their first time assisting with the backpack-stuffing event. Oracle Volunteer Carolyn Young, deal manager, Oracle Global Finance Operations and Quality, has attended the event for the last two years. When asked why this event was important to her, she said, “It is my passion to be of service and I enjoy doing it. I have been assisting with backpack giveaways all my life and when I saw the opportunity on the Oracle Volunteers website, it was a way for me to continue giving back.”

“It is a great feeling to work for a company that understands the importance of social justice,” says Kimya Cotton, senior benefits specialist, Oracle HR Benefits. “It is not just about simply pouring money into a community or organization, it is about affecting positive change. Changing the lives of youth who are at a disadvantage and giving them an opportunity for a brighter future is what Oracle is accomplishing by sponsoring events like this.”

About two dozen Oracle Volunteers made a profound impact by sponsoring this event. More than 250 students will have the ability to start school with the essential supplies needed to help further their education. Thank you to all the Oracle Volunteers and their families for dedicating their time to help make a difference in the lives of the children of the Oakland community.

Learn more about the [Lend-a-Hand Foundation](#).

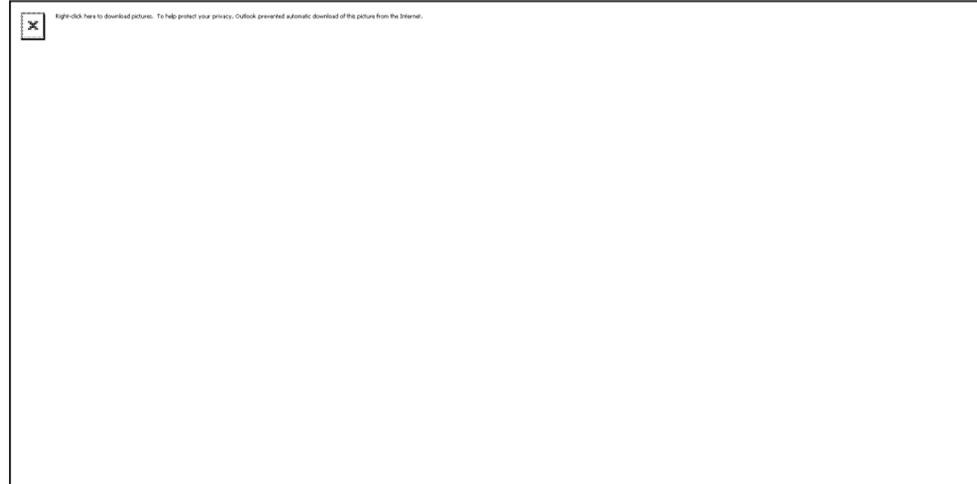
[back to the top](#)

Employee Resource Group and Affinity Group Spotlight

Oracle Academy and African-American Business Leaders for Excellence Join to Host Mye-Future in STEM Workshop

Special thanks to members of Oracle African-American Business Leaders for Excellence (ABLE) in Orlando and the Oracle Academy who collaborated as presenting sponsors of the Mye-Future in STEM Workshop at the University of Central Florida.

The organization is committed to helping students find their passion by introducing them to various career options. This workshop focused on exposure to the possibilities and advantages of a STEM (science, technology, engineering, and mathematics) career, as well as provided hands-on experience through coding. The event was hugely successful based on feedback from the parents and students.



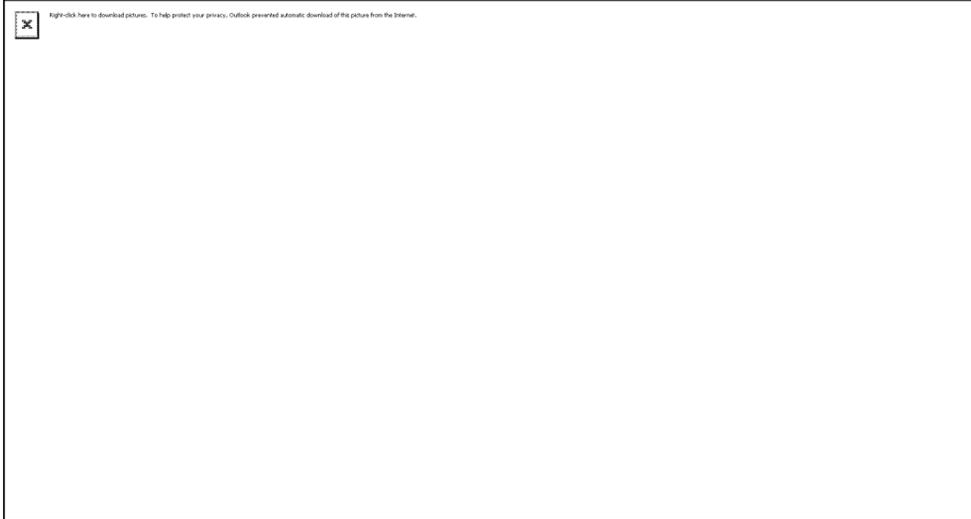
Cassandra Thomas, senior technical support engineer, co-lead of Oracle ABLE in Orlando comments, "It was so rewarding to see how inspired the kids were participating in the program and how they enjoyed creating animations using the Alice 3-D program. Middle school is a great age to begin encouraging kids toward a STEM career."

During the event, these Oracle Volunteers taught 40 middle school students how to use the Alice 3-D program and participated on a panel to share with parents and students the importance of a STEM career.

[back to the top](#)

Oracle Professional Asian Leadership Austin Hosts Yoga 101: Mindful Meditation

On June 22, Dr. Sundar Balasubramanian taught various breathing techniques to help bring more mindfulness to our workday, spoke about the health benefits of spending 5–10 minutes of your day to focus on slowing down your breathing, and answered questions about yogic breathing and yoga in general. For those unable to join us, read on for a brief description of the breathing techniques.



Yogic breathing offers several benefits, including

- Improves pulmonary, cardiac, and nervous systems
- Increases focus and attention
- Improves memory
- Boosts immune response
- Reduces stress
- Allows breathing to fullest capacity

Breathing techniques include

- Set aside 5–10 minutes at your desk to focus on your breathing. Do these breathing exercises as frequently as you need them throughout your day. You may close your eyes throughout the exercises, but ensure that your mouth remains shut.
- Breathe in through both nostrils for a full 8–10 seconds, exhale through both nostrils for a full 8–10 seconds. Fill your diaphragm from your lower abdomen up to the top of your chest. Focus on slowing down your breathing.
- Alternating between your nostrils, use your thumb to close off your right nostril while breathing in through your left nostril for 8 seconds, then use your pinky to close off your left nostril as you release your thumb off of your right nostril to exhale through it for eight seconds. Repeat on the other side (inhale through right nostril, exhale through left).
- Similar to the above technique, use your thumb to close off your right nostril while breathing in through your left nostril for two seconds. (Note: It may be difficult to fill your diaphragm in two seconds, but trying breathing in more quickly than normal.) Hold your breath for eight seconds, and then use your pinky to close off your left nostril as you release your thumb off of your right nostril to exhale through it for four seconds. Repeat on the other side (inhale through right nostril, exhale through left).

[back to the top](#)

San Francisco Pride Lunch

Oracle Pride Employee Network (LGBT and Allies) Employee Resource Group celebrated LGBT pride at the sixth annual San Francisco Pride lunch on June 17 at the Oracle Conference Center in Redwood Shores. Nearly 100 attendees enjoyed a catered lunch,

including LGBT-themed cupcakes, and heard from a dynamic set of speakers.

In addition to John Seybert, mayor of Redwood City, California; Scott Beth, vice president, Intuit Finance; and Vincent Crisostomo, San Francisco AIDS Foundation, attendees included Oracle executives John Fowler, executive vice president, systems; Gary Miller, senior vice president and general manager, Oracle Advanced Customer Services; Juan Jones, senior vice president, CSS sales; Christine Coats, vice president, legal operations manager and OPEN's executive sponsor.

Also present were Oracle's Traci Wade, senior diversity consultant; Paula Getz, vice president, global risk management, and OPEN board chair; and Trish Trolley, senior director, product management, and OPEN board co-chair. We were also pleased that Gina Miranda and Juan Carlos Cabrera, co-chairs, Hispanic Oracle Leadership Association (HOLA), supported OPEN by the attending the luncheon.

The event was hosted by OPEN members Edwin Brower and Sujesh Sundaram. Speakers included Paula Getz, Christine Coats, Juan Jones, Scott Beth, John Seybert, Vincent Crisostomo, and Adrian Chang. They talked about very personal stories that depicted why diversity is important to them and our companies, as well as inspired the audience. Sujesh and Edwin highlighted all of the ways in which Oracle is supporting Pride month, including hanging sections of the AIDS quilt in two locations and raising the rainbow flag all month at US Oracle-owned properties, as well as lowering them to show our support for Orlando, and adding the rainbow flag to our social media presence.

Scott Beth's talk was titled, "The Leadership Gifts of Being LGBT," and included information about *The G Quotient*, a book written about a study of more than 3,000 LGBT leaders that concluded LGBT leaders bring a unique skill set to the table: inclusion, creativity, adaptability, connectivity, communication, intuition, and collaboration.

Trish Trolly says, "It was refreshing to listen to Juan Jones speak about his history and what motivated him to believe diversity was critical to the depth and breadth of any organization. It is great to know that we have allies in such a senior role. This was also reflected with the other executives and guests present at the lunch, as well."

Cynthia Chin-Lee, senior manager, HCM documentation, was given an award for her contributions as an LGBT ally and active participant in OPEN.

Paula Getz says, "I was honored to be a part of such a great event. I am so proud of the team from OPEN that put this inspirational and educational event together. It touched my heart and challenged my mind." Gary Miller says, "It was very well done and inspiring for me personally."

[back to the top](#)

National Black MBA Association Austin Chapter 10th Anniversary Vision Gala

African-American Business Leaders for Excellence (ABLE) supported the [National Black MBA Austin Chapter](#), which celebrates 10 years of positively impacting the community through various charitable, educational, and professional development acts. The anniversary is themed, "VIS10N: Celebrating Our Past, Building Our Future."

Many local trailblazers and organizations have paved the way for the creation of educational opportunities and economic growth for African-Americans and this year we honor their contributions. The keynote speaker was [Mel Parker](#), managing director for North America at Aggreko. Other guests included [Robert F. Smith](#), CEO, Vista Equity Partners; [Marilyn](#)

[Johnson](#), CEO, MarilynjSpeaks.com; and [Deone Wilhite](#), executive assistant for Travis County Commissioner Ron Davis-Precinct 1 in Texas.

“ABLE members had an opportunity to network beyond their means at Oracle,” says Herman Winston, sales representative, Oracle Direct. “It’s important to realize that these people will remember the volunteers, not the people in the room.”

Faith Humbles, sales and business development representative at Oracle, says that Robert F. Smith’s speech highlighted the importance of taking risks. “It was really inspiring to hear him talk about taking risks,” she says. “I’m the type of person that likes to take risks even when I don’t always have (family) support.”

In addition to helping celebrate ABLE’s past, the generous sponsorship and ticket purchases supported the next generation through its Leaders of Tomorrow mentorship program, specifically the tech immersion and college readiness programs, scholarships, and life skills development.

Ivan Butler, sales and business development representative at Oracle, says watching students who have gone through the Leaders of Tomorrow program receive their scholarships greatly impacted him.

[back to the top](#)

Join Oracle for Orlando’s Come out with Pride, Saturday, October 8



Help Oracle celebrate Orlando’s [Come out with Pride](#) on Saturday, October 8. This year an Oracle contingent is marching in the parade for the first time, so wear your Oracle red (or sign up for an Oracle Volunteers T-shirt) and join us. Please contact Jonathan Plazewski, technical support engineer, for details **and** [sign up for the Oracle Volunteers project](#).

The parade takes place at Lake Eola Park in downtown Orlando. Join more than 150,000 LGBT community members and allies as we come together for a day-long, unforgettable festival. Every year, excited spectators line up along the streets surrounding Lake Eola to catch a glimpse of the many organizations, businesses, and individuals supporting the LGBT community. Oracle, a Partner Sponsor of the event, demonstrates our commitment to the local LGBT community by participating in this year’s parade and we need your help and participation.

For Orlando’s Come out with Pride and other local announcements from Orlando’s OPEN group, please subscribe to [open_cfl_us_grp](#) using [Oracle Identity Self-Service](#).

[back to the top](#)

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](#).

[back to the top](#)

Veteran's Voice

Happy Birthday Air Force—Fly, fight, and win in air, space, and cyberspace

Oracle Diversity and Inclusion Seeks Black Hats as Guides for Veteran Guidon Program

For the past few months, the Veteran's Voice section has mentioned that our mentorship program has undergone a rebranding. This month, the use of the familiar term "Black Hats" is a calling for military veteran leaders to give back to those who served and have now joined our Oracle ranks.

For those unfamiliar with the term, Black Hats were military subject matter experts in their respective field(s) that newbies looked up to for training, guidance, and leadership. Often they were revered for their experience and skills; they took the phrase "lead by example" literally and backed the talk. So this is a shout out to future Oracle Black Hats to lead and share your experience and skills with our newly transitioned veteran employees. Recall your own transition to Oracle's unique culture and share your secrets of successful onboarding.

In many ways, the military has become synonymous with leadership. Even if you were an E-2, you led an E-1. Of course that is a very loose example, but regardless of your former rank and or branch affiliation, and if you have more than one year of Oracle experience and are in good standing, we need you to lead and coach our own class of veterans being hired.

To learn more or to volunteer, please contact [Gerry Borja](#), US Army veteran, Oracle Diversity and Inclusion senior consultant-veterans.



What Is a Guidon Anyway?

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 Guide and Veteran New Employee are partnered 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.

For information about the VGP, please contact [Gerry Borja, senior Oracle Diversity and Inclusion consultant–veterans](#).

Support the Injured Veteran Internship Program

Oracle Diversity and Inclusion sponsors the Injured Veteran Internship Program (IVP) for transitioning military veterans 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](#).



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](#).

[back to the top](#)

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.



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](#)

[back to the top](#)

Ability Matters

Product Designer Mileha Soneji Shares How Empathy Leads to Accessible Design and Human-Centered Solutions

It has been said that making the simple complicated is easy, but making the complicated simple is genius. A similar approach can be adopted when designing for accessibility. Accessibility refers to the design of products, devices, services, or environments for people with disabilities. As a product designer, Mileha Soneji demonstrates how sometimes the simplest solutions can have the most impact.



In this TEDTalk video, Soneji shares accessible designs so those living with Parkinson's Disease, like her uncle, can perform everyday tasks. Soneji believes that having empathy and being able to put yourself in another person's shoes is what makes for great design. "Smart in today's world has become synonymous to high tech, and the world is only getting smarter and smarter day by day," says Soneji. "But why can't smart be something that's simple and yet effective? All we need is a little bit of empathy and some curiosity, to go out there, observe," she notes.

- [TEDTalk video.](#)
- [TEDTalk interactive transcript.](#)

[back to the top](#)

Mentoring Moments

Five Power Coaching Words



"Mentoring relationships are often judged by how effective the mentor is in helping her/his protégé grow, learn, and position himself or herself to be successful in their pursuits. One of the most important skills that any mentor should have is that of being a coach. In a recent video titled, "Five Power Coaching Words," the speaker made an interesting point. He said in a coaching/mentoring relationship, "80 percent of the protégés know what they need to work on." This makes the mentor's ability to deploy impactful coaching skills even more critical.

The five power coaching words are Development, Relationships, Direction, Accountability, and Results. On the surface, it's difficult to argue the impact that these words and their associated actions can have on one's career or personal success. [Watch the video](#) to see the speaker describe these words in the context of effective coaching and mentoring.

To learn more about mentoring, visit the [Oracle Diversity and Inclusion wiki](#).

[back to the top](#)

Learning and Development

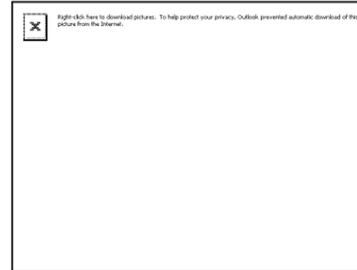
GlobeSmart—Winning at Managing Competing Priorities

Previously, we [blogged](#) about the availability of [GlobeSmart](#) as an online cultural intelligence resource available to all Oracle employees, and highlighted the trial access to four GLOBESMART Learning Paths over FY2017.



As of September 1, the [Managing Competing Priorities Learning Path](#) is now available through November 30.

This Learning Path is a little different in that it challenges you to manage your competing priorities via an interactive game format.



Screen capture from GLOBESMART Learning Path, Managing Competing Priorities

Your challenge: Keep two managers happy, while still staying on task and meeting your project deadlines. (Sound familiar?)

As you progress through the Learning Path, you are constantly challenged to stay on task through many interruptions—colleagues knocking on doors with last minute requests, phone calls, and more. If you make the right decisions, you're rewarded with cheers, bells, and positive feedback from the two commentators. If you meet your deadlines and keep both managers happy, you're rewarded with a trophy at the end.

You can repeat the Learning Path as many times as you like, which is an effective approach; each time you're distracted from your task, you are provided with hints and tips for staying on task next time.

You can get a preview of the Learning Path from [this short video on OTube](#); 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.

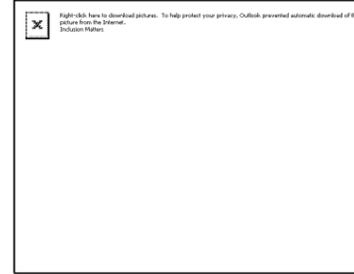
Learn more about GLOBESMART by viewing our [July 2016 webcast](#), and learn how to access GLOBESMART on the [internal GLOBESMART website](#).

[back to the top](#)

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



[back to the top](#)

Oracle Women's Leadership (OWL)

OWL Frisco Community Hosts The Power of Being Heard: High Performance Virtual Teams

In June, 25 employees attended "The Power of Being Heard," hosted by OWL Frisco Community at Oracle's Frisco, Texas, office.

Focusing on high performance virtual teams, Evolve Talent Development took attendees through the challenges of successfully participating in meetings when the team is global and its major interaction is through virtual meetings. This session was participatory with the attendees being divided into teams and given the task of solving different challenges, such as miscommunication between team members and lack of understanding of each others' cultures. Each team had a specific challenge to overcome and was asked to work together to solve the problem, document best practices, and report back to the group. A compilation of all the team's answers was emailed to the attendees for future reference. Participants' takeaway was a heightened awareness of and appreciation for Oracle's global diversity.

In addition, Gina Carrico, senior administrative assistant, and OWL Frisco community leader, introduced Mark Bunn, vice president, OSS software development, as Frisco OWL Community's executive sponsor. Mark is responsible for strategy and development of Oracle's OSS inventory applications, focusing on service fulfillment, network resource management, and network functions virtualization. The OWL Community looks forward to working with Mark and getting his feedback and support to align the Frisco OWL Community with Oracle's business strategy.

[back to the top](#)

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 owlcomms_ww@oracle.com.



[back to the top](#)

For More Information Contact Oracle Diversity

If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

Copyright © 2016, Oracle Corporation
and/or its affiliates. All rights reserved.

[Contact Us](#) | [Legal Notices and Terms of Use](#) | [Privacy Statement](#)

Oracle Confidential – For Internal Use Only.

Oracle Corporation - Worldwide Headquarters
500 Oracle Parkway, Redwood Shores, CA 94065 U.S.A.

Q&A for Inclusive Leadership Summit at Oracle Open World

Prepared for Safra Catz

as of 9/16/2016

Q: As the CEO of Oracle, why is diversity and inclusion important?

A: Diversity in technology is not a nice to have. It's a must have. At Oracle, we know that behind every great technology and great innovation, are great people – and diversity makes even better innovation. Seeing something from a different perspective can lead to incredible innovation. It also recognizes new opportunities and new problems that need to be solved.

The technology business is about solving the unsolved. If we don't have as many people as possible, as many minds on the problem that we can possibly have, but just barriers, glass ceilings and exclusion, then we can't solve problems. That's not how you win, it's not how you innovate and it's not how you grow.

We encourage our employees to challenge the status quo. I don't know how many times I've asked my teams to ask questions when things don't make sense. Speak up. Challenge. Ask questions, because when you do you find mistakes and identify opportunities.

Q: Tell us a few things that Oracle is doing to attract and empower women?

A: The cornerstone of our efforts is Oracle Women's Leadership—or OWL as we like to call it—who hosted and put on today's fantastic event together with our Diversity & Inclusion team. I want to give a big thank you to xxx, xx and their teams for making today happen.

OWL is a leadership and professional development program founded in 2006 that supports the growth of current and emerging women leaders within Oracle. Guided by an executive steering committee of 15 senior leaders, OWL is a global community comprised of more than 7,000 employees in 41 countries that recognizes the value of networking, mentoring, lifelong learning, and "paying it forward."

OWL regularly hosts community leadership development and networking events as well as an annual global summit. These same women also go out in their local communities, motivating young women and girls to explore computer science and engineering.

And I see the benefits of OWL's efforts every day. In fact, when I look now at Oracle, when I look at my management team, sometimes poor Larry is the only man in the room. My general counsel, most of the finance operation, our head of manufacturing – all women. It's an incredible situation. It's really superb. And you know what? I don't think Larry minds it at all!

It doesn't stop there though. We reach beyond the Oracle campuses to increase opportunities for women in technology starts by investing in STEM and computer science education for girls. Student learning and training has been a focus at Oracle for more than 20 years, and we are expanding our curriculum to include girls-only programs.

Q: You are a champion of STEM. Where did this passion come from?

A: I'm an immigrant to the United States. I came as a little girl. I came with virtually nothing, and have succeeded because of the education I received here. However, we cannot possibly rest on our laurels. The competition is higher and faster, and even though we do a lot very well, and we're a leader in innovation – it is also important we look in at what we still need to do.

As a country, we have to continue and train our workforce, and educate our children so we can be the leaders in the future. The US is not the leader in STEM education. The World Economic Forum ranks the United States 52 in quality of mathematics and science education. And this is a problem because it impacts our workforce of tomorrow. We need to be teaching our children, girls and boys, these skills in order to keep innovating and solving the world's important problems.

Q: Oracle is building a home on its headquarters campus for Design Tech High School, also known as d.tech. This school is already different than most others -- given that it will be the first public high school to be located on a tech company's campus -- but tell us what makes d.tech truly unique?

A: Education has been the cornerstone of Oracle's philanthropic efforts for decades. For years, Oracle Education Foundation has funded programs for teachers and students around the globe. 17 years ago Larry Ellison told me he wanted to have a school where students would learn to THINK. So, I'm thrilled to announce our plans to house a free, public high school on Oracle's campus in Redwood Shores, California. The school is Design Tech High School or d.tech. It is a school based on design thinking, technology and problem solving skills to help students prepare for successful careers. Students don't just learn about this approach—they're expected to apply it. A direct result of design thinking is the new facility: students of d.tech's first freshman class collaborated with Oracle and its architects to design it, and those same students will be the first graduating class from d.tech's new home. Design Tech makes the student experience relevant by basing its curriculum on two key ideas, extreme personalization and knowledge in action.

Q: What kind of relationship will d.tech have with Oracle employees?

A: One thing I really love about having d.tech quite literally in our backyard is that a few times a year, Oracle volunteers will have a chance to lead the students through coding and engineering projects. This gives students the chance to work with people who use and create technology to solve real problems every day. We believe d.tech is helping to reinvent public education as an excellent example of public-private partnership in education. We have never seen anything like this school before.

Q: Oracle's CSR efforts are truly global in scope. For example, Oracle Academy supports computer science education in 110 countries, and Oracle Volunteers are active almost everywhere Oracle has an office. How do these White House commitments support global action, given Oracle's global footprint?

A: Oracle Academy currently partners with more than 1,700 educational institutions in India, to advance computer science education and drive knowledge, innovation, skills development, and diversity in technology fields. Through these collaborations, more than 3,000 India-based teachers were trained in Java and database last year alone. With today's announcement, Oracle Academy aims to expand its partnerships to another 1,000 institutions in India, with a goal of reaching 500,000 students annually.

Worldwide, Oracle Academy trains more than 2.6 million students in 106 countries. In the past fiscal year, the program delivered nearly US \$3.3 billion in resources globally to help prepare students for life and work in today's modern technology-driven economy.

One part of the world where we're investing heavily is India. We have been in India for more than 25 years and have 38,000 employees there – and growing. As part of our commitment to this region, we will be signing this week a memorandum of understanding with the Government of Maharashtra to accelerate its digital transformation. It intends to help the government achieve their smart cities and modern government objectives via the development of a Center of Excellence (CoE). The initiatives will positively impact Maharashtra's 112 million population, drive economic growth, and help make the state more livable and inclusive. Oracle will provide support, including a skilled engineered team to help with design, development and testing, as well as training resources. This follows Oracle's recent commitment with the Prime Minister of India, Shri Narendra Modi, to support the country's global digital leadership.

Q: Safra, what would you want us to take away from today that is actionable?

A: It can be overwhelming to attempt to figure out where to start, but the key point is to start somewhere. Whether you're an Oracle employee or work elsewhere, look into how you can get involved in programs like OWL. And if your employer doesn't have options, there's so many community organizations that offer tutoring programs or support for our youth. There's no shortage of opportunities, nor work to be done, so I simply want to ask each person in this room to act today while the topic is fresh in your mind to take one small action to getting involved in your community.

Direct Employers Members Awards- OFCCP Compliance

STEP 1: PROVIDE CONTACT INFORMATION

Point of Contact #1

Name: Shauna Holman-Harries
Title: Director, Diversity Compliance
Company: Oracle
Email Address: shauna.holman.harries@oracle.com
Phone Number: 480-689-1858

STEP 2: PROVIDE A BACK-UP POINT OF CONTACT

Point of Contact #2

Name: Neil Bourque
Title: Lead Senior Compliance Analyst
Company: Oracle
Email Address: neil.bourque@oracle.com
Phone Number: 602-333-9026

STEP 3: TELL US ABOUT YOUR OFCCP COMPLIANCE INITIATIVE

Provide a brief overview of your initiative and objectives:

Our goal is to create a climate of acceptance and understanding throughout Oracle. To support this goal, Oracle makes focused efforts to increase the number of qualified applicants from protected classes in our employment application pool. These protected classes include women, African Americans, Latinos, Asians, American Indians, persons with disabilities, and Vietnam Era Veterans.

Objectives:

- Establish compliance standards and procedures that adhere to OFCCP regulatory requirements.
- Conduct training on affirmative action issues and initiatives.
- Conduct outreach efforts as a means to strengthen our attraction, recruitment, hiring, development, and retention of women, minorities, individuals with disabilities, and veterans through internal and external partnerships.
- Communicate annual diversity statistics and goals to all U.S. and Puerto Rico based management employees.
- Develop relationships with diversity agencies in the communities in which Oracle does business.
- Meet OFCCP compensation compliance requirements in a continually changing regulatory environment.

Initiatives:

- Affirmative Action Plans
- Employment Practices
- Reasonable Accommodations
- Outreach Efforts
- Diversity Recruiting

Share the outcomes and success metrics from this initiative:

Our outreach efforts have had a direct impact to our diversity and compliance efforts. Oracle has more than doubled its Veterans and Disabled Workers populations over the past year.

Have you had any audits under the updated regulations where this initiative was used to support your audit success? (If yes, please explain)*

Yes. In 2015, Oracle began establishing partnerships with various agencies throughout the U.S. To date, we have over 200 partnerships. These partnerships together, with our national Veterans and Diversity Outreach campaigns, have more than doubled the numbers of Veterans and Disabled Workers over the past year. During the past three years, Oracle has undergone audits at 43 locations with the most recent audits following under the new OFCCP regulations. In addition, Oracle has been able to successfully comply with new regulatory outreach requirements, by being able to submit proof of diverse outreach partnerships that are driven using the Direct Employers Partnership Relationship Management (PRM) system.

Have you spotlighted your accomplishments in the federal contractor community? (If yes, please explain)*

Yes. Oracle currently holds membership, and board presence with two local Industry Liaison Groups in Arizona and Northern California. In addition, members of Oracle's Compliance team have spoken on discussion panels at Industry Liaison Group events.

If applicable, describe how you have helped bridge the gap with talent acquisition representatives and educated them on this OFCCP compliance initiative.

Oracle empowers people by:

- Creating self-awareness through affirmative action mandated training and audit feedback for Oracle staff.
- Working through Human Resources Business Partners to provide feedback to the business and acting as an advisor.
- Creating an open atmosphere for HR managers to come to the Diversity, Compliance, and Inclusion team as a tool to do their jobs effectively.

Are you a member of an Industry Liaison Group (ILG)?*

Yes, we currently hold membership and board presence with the local Arizona and Northern California Industry Liaison Group chapters.

Provide any additional information or comments for judging consideration.

In addition to creating a climate of acceptance and understanding, Oracle has:

- Successfully implemented all of the new regulation changes, and has closed 16 audits in the past three years.
- Remained up-to-date with government employment regulations and implemented changes in Oracle's processes when necessary, driven change and test regulation software program changes.
- Participated in compliance webinars/trainings, and maintained and contributed to professional organizations.
- Built, and continue to build, strong working relationships with OFCCP Compliance Officers.

Our desire to be actively involved in the continually changing regulatory environment is evident by the following good faith and outreach efforts recognition:

- Diversity First Award - California Diversity Council, 2015- Barb Hardy, Human Resources Director, Diversity and Inclusion
- Women Leading the Way Award, NAMIC and WICT, 2013- Barb Hardy, Human Resources Director, Diversity and Inclusion
- Powerful Women of the Bay, 2012- Barb Hardy, Human Resources Director, Diversity and Inclusion
- Woman of Outstanding Leadership, The International Women's Leadership Association, June 2015- Barb Hardy, Human Resources Director, Diversity and Inclusion
- Women of Color "Rising Star Award 2013"- Traci Wade, Senior Diversity and Inclusion Consultant
- Women of Color "All-Star Award 2013- Barb Hardy, Human Resources Director, Diversity and Inclusion
- Black Data Processing Outstanding Corporate Contributor 2014- Traci Wade, Senior Diversity and Inclusion Consultant
- Black Data Processing Associates Corporate Champion of the Year 2013- Traci Wade, Senior Diversity and Inclusion Consultant
- UNCF Bay Area Woman of the Year 2012 - Safra Catz, CEO
- San Francisco African- American Chamber of Commerce- Bridging the Gap Corporate Award, June 2015- Traci Wade, Senior Diversity and Inclusion Consultant
- 2009 thru 2016: HRC Corporate Equality Index, 100% rating
- 2015: "Top 50 Employer" List in *Minority Engineer Magazine*
- 2015: "Top 50 Employers" in *Woman Engineer Magazine*
- 2013: Black Data Processing Associates "Outstanding Corporate Champion"

In addition, we leverage relationships with members in Oracle's ERGs, including African-American Business Leaders for Excellence (ABLE), Hispanic Oracle Leadership Association (HOLA), Oracle Pride Employee Network (OPEN), (Lesbian, Gay, Bisexual, Transgender & Allies), Military and Veteran Employee Network (MAVEN), and Oracle Professional Asian

Leadership (OPAL). In addition to these employee interest groups, we also have a leadership development group for women called Oracle Woman's Leadership (OWL).

We like to give credit where credit is due. Indicate what suppliers and vendors assisted the program's execution: partners, subcontractors, staffing shops, agencies, etc...

We would like to acknowledge, Tom Eckhart, Direct Employers, and Gary Siniscalco, Orrick Law Firm for their contributions to our success.

STEP 4: INCLUDE SUPPORTING FILES

Include Supporting Documents

- Include ERG Flyer
- Include D/I Flyer
- Vets Flyer
- Veterans Program PP
- D/I ERG Slide
- Operation Forward March PP

Diversity & Inclusion Vision Statement and Employee Resource Groups (ERG) and Affinity Groups (AG)

At Oracle, we 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.

African-American Business Leaders for Excellence (ABLE)

Mission is to enrich professional and leadership development of African-American employees by fostering mentoring, recruitment, retention and community engagement to advance diversity and inclusion within Oracle to drive business and career outcomes.

Executive Sponsor: Jonathan Koop, Vice President, Global License Management Services

Hispanic Oracle Leadership Association (HOLA)

Mission is to develop and nurture the intellectual leadership of our Latino community in order to maximize our contribution within Oracle to drive innovation while achieving our own professional growth.

Executive Sponsor: Steven Wolfe Pereira, Vice President, Brand Strategy and Marketing Solutions

Oracle Pride Employee Network (OPEN) (Lesbian, Gay, Bisexual, Transgender & Allies)

Our mission is to network with each other for support, and to work to educate Oracle and the surrounding community about issues concerning our community, especially as they relate to diversity in the workplace. (US, EMEA, Ireland, Spain and vacancy in LAD/APAC)

Executive Sponsor: Christine Coats, Vice President, Legal Operations

Military and Veteran Employee Network (MAVEN)

Mission is 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

Executive Sponsor: Ken Currie, Group Vice President, Sales Consulting – Public Sector

Oracle Professional Asian Leadership (OPAL)

Mission is to inspire unity and leadership through professional development, mentorship, cultural awareness and knowledge sharing. OPAL is focused on retention, recruitment and community engagement to advance diversity and inclusion within Oracle.

Executive Sponsor: Enda Hu, Vice President, Financials Development

Affinity Groups

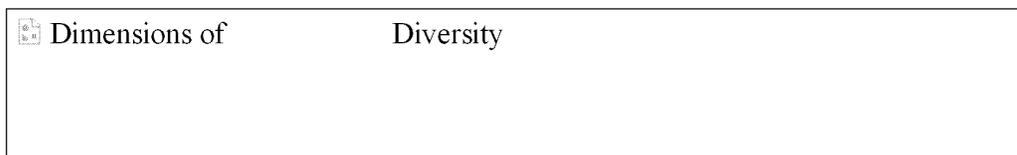
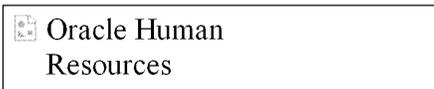
60 Interest-based groups of employees who come together for particular activities and camaraderie

ORACLE

Copyright © 2014 Oracle and/or its affiliates. All rights reserved. | Oracle Confidential – Internal/Restricted/Highly Restricted

- ERGs are made up of employees who are supported by Oracle and share common interests, life experiences and backgrounds
- They are strategic business resources who support recruitment and retention; provide professional development, mentorship, and positively impact the community
- ERGs also assist with fostering an inclusive and engaging work environment.
- OPEN communities include EMEA
- ERG membership is voluntary and open to all regular employees and to interns who will be with Oracle for more than six months

From: Oracle Human Resources <sendmail.ww@oracle.com>
To: Oracle US Employees <sendmail.ww@oracle.com>
Sent: 1/17/2014 10:48:39 PM
Subject: Dimensions of Diversity Newsletter – January 2014



In this issue...

Feature Story

- [Oracle Mentors TechWomen Emerging Leaders](#)

Diversity in the News

- [Oracle Leadership and Get Connected Event for Veterans](#)
- [Oracle Sponsors Dallas Black Tie Dinner](#)
- [Oracle Sponsored the Women of Color STEM Conference](#)

Employee Resource Group Spotlight

- [Executive Presence: Learn How Your Leadership Brand Impacts Your Career Development](#)
- [Oracle Attends the Out for Undergrad Career Fair](#)

Community Action

- [Oracle Volunteers Decorate the San Francisco VA Medical Center for the Holidays](#)

Mentoring Moments

- [National Mentoring Month](#)

Information Matters

- [What's Diversity and Inclusion Reading? Seven Keys to Successful Mentoring](#)

Inclusion Matters

- [What's Up on the Oracle Diversity and Inclusion WIKI](#)

Accessibility Tips

- [Accessible Multimedia](#)

UPCOMING EVENTS

January 20 –
Martin Luther King, Jr. Day

February –
Black History Month

February 26–March 1 –
Black Enterprise Women of Power Summit, Boca Raton, Florida

Oracle Womens' Leadership (OWL)

- [OWL Kenya Partners with Akili Dada to Support Global Volunteer Days](#)

Feature Story

Oracle Mentors TechWomen Emerging Leaders

[TechWomen](#), an initiative of the US Department of State's Bureau of Educational and Cultural Affairs, each year

brings emerging women leaders in science, technology, engineering and mathematics (STEM) in the Middle East and Africa to the US for intensive five-week internships. This year there were participants from 16 countries (Algeria, Egypt, Jordan, Lebanon, Morocco, The Palestinian Territories, Tunisia, Yemen, Cameroon, Kenya, Libya, Nigeria, Rwanda, Sierra Leone, South Africa, and Zimbabwe).



Out of 1,500 applicants, 78 women were chosen to participate at leading companies in the San Francisco Bay Area and Silicon Valley. Each woman is matched with both a professional and a cultural mentor. This year, Oracle's Bharathy Srinivasan, global director, Advisory Office; Neena Dubey, IT senior consultant, ADIT Development Operations; Julnar Risk, senior consultant of Oracle Women's Leadership (OWL); and Barb Williams, director of Diversity and Inclusion, Human Resources, served as professional or cultural mentors. In addition, on October 3 in Redwood Shores, Oracle's Diversity and Inclusion, OWL, and Government Affairs organizations hosted the TechWomen Emerging Leaders (ELs) Orientation.

Anje Dodson, vice president of Oracle Human Resources, opened the event and set the stage for an exciting and inspiring day. Highlights included a Get Connected session led by Peggy Rolly, managing director of OWL, an energetic World Café event led by Julnar Rizk, senior consultant of OWL, and an inspiring Barb List given by Barb Williams, director of Oracle Diversity and Inclusion. The event was closed by Oracle's Nandini Ramani, vice president of development for Java products. Nandini shared her experiences and advice as a woman in STEM, including the importance of going beyond your comfort zone, ensuring your voice is heard, and having role models. The ELs were so inspired by Nandini that they plan on starting Java communities when they arrive back in their home countries.

Oracle's orientation provided a great start for what Barb Williams says was a life-changing five weeks for both the mentors and ELs.

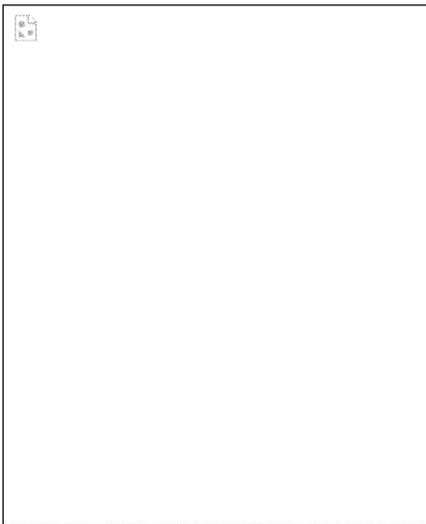
My Experience as a Cultural Mentor

Barbara Williams, Oracle HR Director, Diversity and Inclusion

As a complement to the TechWomen professional development program, each emerging leader (EL) is paired with a cultural mentor to ease the transition of working and living in the US.

Cultural Exchange

As a cultural mentor, I was partnered with Zimkhita Buwa from Capetown, South Africa. Zimkhita is an IT management consultant and is passionate about developing young people. Her goal is to encourage young leaders to pursue studies in STEM. We first connected on Skype a couple of weeks prior to her arrival in the US. At that time, our discussions ranged from likes and dislikes, to what to pack for the San Francisco Bay Area climate, to a cultural overview that shattered the myth about the "rich and famous" lifestyle of America perpetuated by sitcoms, reality TV shows, and the media.



Zimkhita Buwa and Barb Williams

Our first meeting was at the Oracle TechWomen Orientation and, due to our many previous conversations, I felt like I was reconnecting with an old friend.

The Barb List that I talked about during the orientation includes actions that can assist you in achieving your professional and personal goals. They are: Relationships Matter, Don't Go It Alone, Be Curious—Ask Questions, Do It Afraid, Don't Wait to Be introduced, Act as if, Lift as You Climb, Be Flexible and Have Fun, and Life Begins Outside of Your Comfort Zone. Using this as a foundation, Zimkhita and I made a promise to use our voice, share our perspectives and opinions, contribute and assist each other in getting the most out of this program, and embark on a life-changing adventure.

We would become game changers, women shaping our world and catalysts for positive change.

Throughout the five weeks, Zimkhita and I held onto our promise, continuing to collaborate and challenge each other to test and try out new ideas while participating in the TechWomen events and exploring a wide diversity of food, shops, and neighborhoods. While it wasn't always easy, we both agreed it was worth the effort.

Paving the Way for Others to Change their World

Following my presentation at orientation, many ELs reached out to me and this led to my idea of hosting informal gatherings with food and fun, mixed with real talk and authentic conversations, to successfully prepare the ELs for their mentorship in Silicon Valley and the San Francisco Bay Area. The events created a lasting bond with all of the women in attendance. I found that I became both a student and leader. I learned that while our cultural lenses and experiences are different, some of the challenges we face are similar. Together we addressed successes and challenges and created paths for success that could work in many of our cultures. We not only discussed our goals and dreams, but also how to pave the way for others to change their world too.

Dream It, Plan It, Ask for Help, and Do It

My experience as a TechWomen cultural mentor is one of the defining moments in my life. It aligns with my personal mission to unlock the untapped brilliance in all of us. Zimkhita and I are still connected. We Skype and Tweet and hold each other accountable while still challenging each other to dream it, plan it, ask for help, and do it.

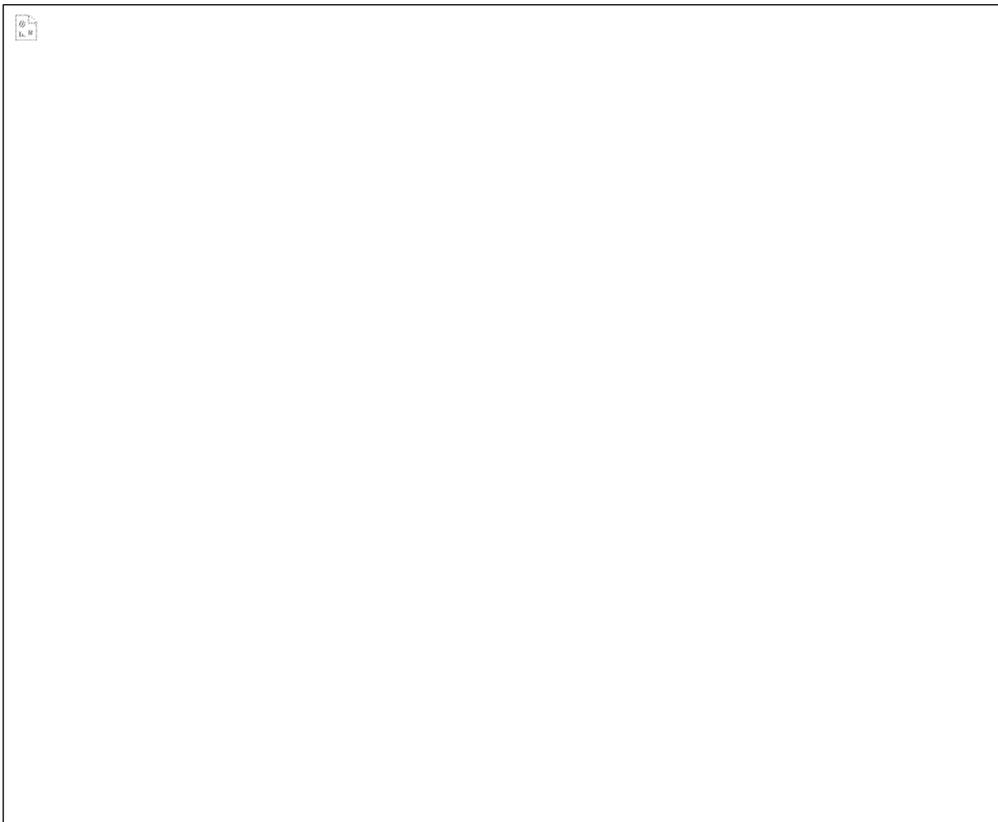
[back to the top](#)

Diversity in the News

Oracle Leadership and Get Connected Event for Veterans

Oracle held a Leadership and Get Connected Event for Veterans on November 21, 2013, in Reston, Virginia. The event connected attendees with Oracle, community resources, and Oracle partners to attract, engage, certify, develop, and employ veterans.

The occasion included a Community Resource Fair with many of our partner organizations such as Paradigm IT, Joining Forces Mentoring Plus, Warrior Bridge, and Oracle Recruiting to share information on internships, regular positions, certifications, mentoring resources, and more.



Oracle's Jerry Weismann, senior director in public sector business development, opened the proceedings, providing remarks on his experience as a veteran and the value that veterans bring to Oracle, with skills gained in the military such as perseverance and commitment. Four panelists then took the stage for a discussion on employing veterans. Tamara Greenspan, vice president in department of defense applications, and Lawrence Fortenberry, senior sales director in public sector federal department of defense and civilian, shared their perspectives as hiring managers at Oracle. Cindy Macaluso, support renewal sales rep, shared her experience as a former veteran who joined Oracle through our Injured Veteran Intern Program. The final panelist was Gwen Ford, executive director of Project HIRED Wounded Warrior Workforce, who shared job-searching advice for veterans based on her extensive work with injured veterans.

Vickie Thrasher, vice president of Oracle Human Resources Americas, was in attendance and stated, "The panel was one of the most effective I've seen. Not only were they engaging, but the advice given also was practical and actionable for everyone in the room."

The feature highlight of the event was then shown, the award-winning documentary *High Ground*. Oracle Marketing Senior Producer John von Seeburg was one of the cinematographers of the film, which followed 11 wounded warriors as they hiked the Himalayas. Afterwards, John and Cody Miranda, a veteran in the film, answered the attendees' questions about their experience.

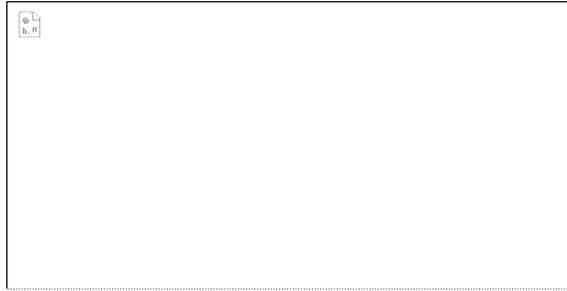
The event concluded with a reception in the Oracle Reston cafeteria, where many connections were made. Maria Borowski, solution architect, Oracle, states, "I'm honored to be a veteran champion within Oracle. Not only have I seen veterans bring critical skills such as IT, supply chain/logistics, and security, but they also bring core values of integrity, leadership, and commitment, which are keys to success here at Oracle."

[back to the top](#)

Oracle Sponsors Dallas Black Tie Dinner

On November 3, 2013, Oracle sponsored the 32nd anniversary of the Dallas [Black Tie Dinner](#). More than 3,000 people attended the dinner in downtown Dallas, which raised funds for 17 local lesbian, gay, bisexual, and transgender (LGBT) supportive organizations and the Human Rights Campaign (HRC) Foundation. The program included local and national figures, entertainment, recognition rewards, auctions, and more.

Twenty-two year old [Zach Wahls](#) received the 2013 Elizabeth Birch Equality Award. Zach spoke articulately about being raised by two loving mothers and about his 2011 speech before the Iowa House Judiciary Committee against a state constitutional amendment banning gay marriage. Human Rights Campaign President [Chad Griffin](#) reminded everyone that despite progress we must strive still for LGBT equality.

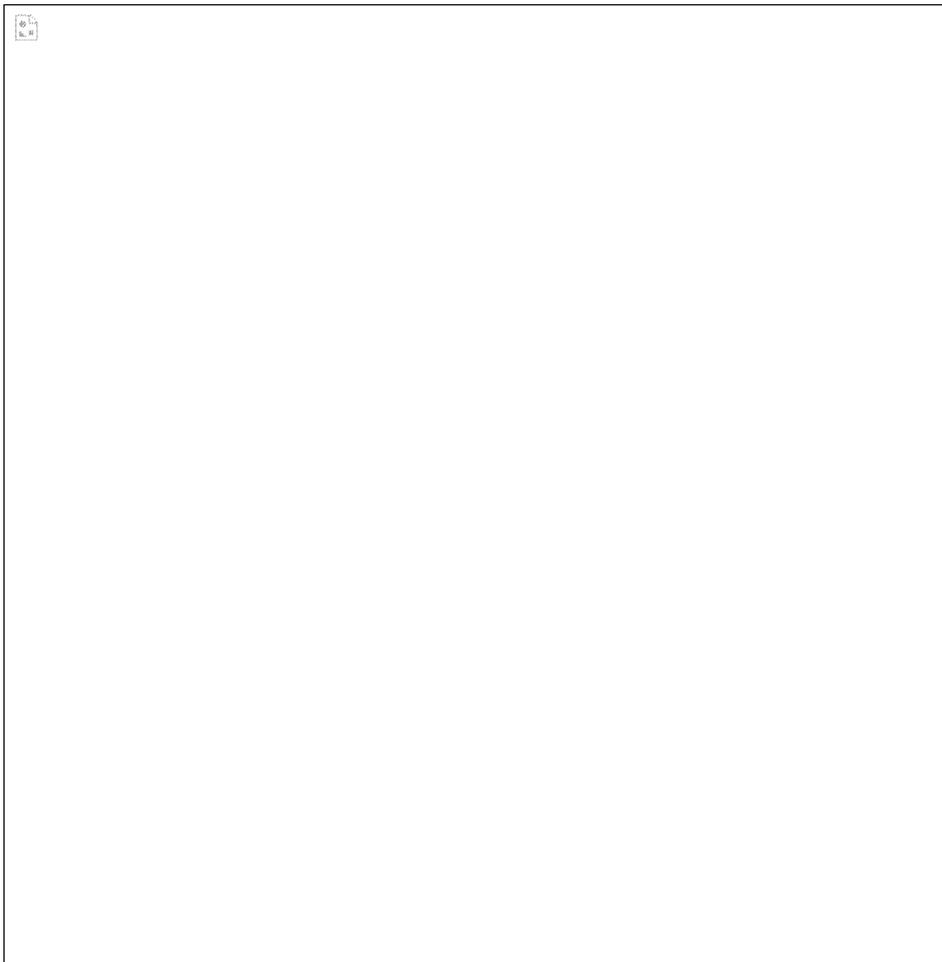


[David Taffet](#), host of local Dallas radio show "Lambda Weekly," was honored with the 2013 Kuchling Humanitarian Award, and sitcom co-stars [Fran Drescher](#) and [Peter Marc Jacobson](#) received the 2013 Media Award. The featured speaker was Academy Award-winning screenwriter [Dustin Lance Black](#), who shared his story of the acceptance from his family when he came out. Legendary [Patti LaBelle](#) wrapped up the evening by performing her biggest hits.

[back to the top](#)

Sponsored the Women of Color STEM Conference

Oracle sponsored the [Women of Color STEM Conference](#) from October 17 through October 19 in Dallas, Texas. This extraordinary conference focused on female students and professionals in Science, Technology, Engineering and Math (STEM) professions and provided opportunities for networking, mentoring, professional development, and open-hearted discussions.



Oracle employees Barbara Williams, director, diversity and inclusion, and Traci Wade, senior diversity and inclusion consultant, participated on the professional development panel, “Hair, Suits and Facial Expressions—What You Say Before You Speak!” which provided insights and lessons learned. Studies show that people form their initial impression of you within the first 30 seconds; 55 percent is based on how you look, 38 percent is your presentation—voice and body language—and 7 percent is based on what you have to say. Panelists also discussed the three facial expressions that can help you start to attract people, instead of keep them at a distance, including eye contact and smiling.

Michelle Cross, Oracle University senior account representative, was a panelist on “Women and Men Debate the Top Ten Issues and Advantages for Women in STEM.” The session was a candid dialogue regarding the perceived challenges of managing/leading women and being managed/led by women. This workshop was designed to assist with understanding the business impact of behavior, attitudes, perceptions, and beliefs.

Oracle attendees greatly benefited from networking, understanding a wider range of issues of women in STEM in the workplace, and exposure to the great accomplishments of women in government, the military, and corporations.

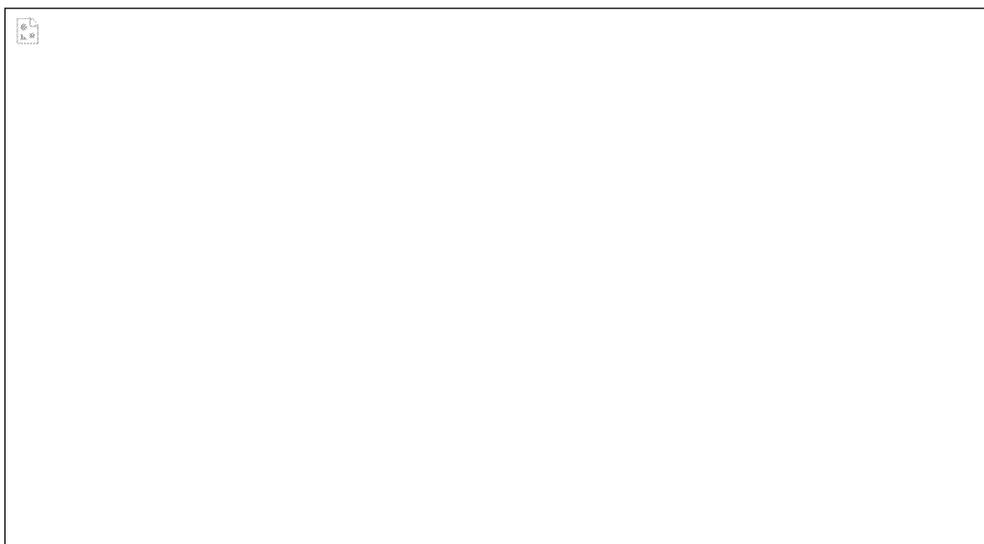
“The Women of Color event was a celebration of diversity, success, and acknowledgement of great achievements in STEM fields. The conference enabled networking, sharing of experiences, encouragement for greatness, and incorporation of strategies to improve oneself, and others, in the workplace,” states Michelle.

[back to the top](#)

Employee Resource Group Spotlight

Executive Presence: Learn How Your Leadership Brand Impacts Your Career Development

On November 14, Oracle's African-American Business Leaders for Excellence ([ABLE](#)) and Oracle Women's Leadership ([OWL](#)) Atlanta partnered to host the well attended Executive Presence workshop for Oracle employees. The workshop was presented by [Clearwater Consulting Group](#) and focused on Self Assessment, Vision of Career Success, Assessing Leadership Brand, Building Confidence by Seeking *Feedforward*, and Integrity.



Clearwater cited, "One of the biggest issues executives face today when wanting to develop their own career and the careers of others is learning to leverage the effective use of how to give and receive feedforward." The *feedforward* principle was summarized in the following quote:

"When you think of giving feedback, try giving *feedforward*—focus on the promise of the future rather than the mistakes of the past."

—Marshall Goldsmith, Author, Executive Coach

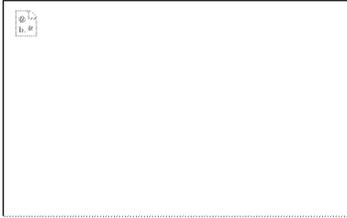
Feedforward is the technique of requesting or giving immediate feedback on areas you did well and areas of improvement to build your skill set and affect your future behavior. There was an invigorating discussion as Clearwater outlined how employees could be empowered to drive, build, and own their career vision through this process. Brenna Humphries, Oracle Cloud CRM sales consultant, says, "This workshop has been one of the best ways for me to start my career at Oracle, I've been able to learn so much..."

"I feel that everyone at Oracle can receive value from this class...the biggest message that I learned from the workshop is not to be so self critical, but to ask for and receive feedback from my peers and boss in a way that will help me be more productive," says Carmen Clemens, human resource business manager and OWL Atlanta co-leader.

Attendees received invaluable insight from this highly interactive workshop and the results were noticed immediately. Jeff Taylor, director of support renewal sales, says, "I learned what personal branding is and it gave me a good framework that I could apply today...to provide feedback to my management, my employees, and my peers."

Executive presence and branding is very important and many professionals are in need of more guidance in this area. This workshop was a great start, and our plan is to deliver this seminar via a road show in other Oracle locations. Please check the [ABLE webcenter](#) for

Oracle Attends the Out for Undergrad Career Fair



Oracle joined a number of tech sector companies at Facebook's headquarters in Menlo Park, California, for the career fair at the Out for Undergraduate (O4U) Technology Conference on October 19. O4U says, "LGBT resource centers at top colleges send their best students to us. We have a diverse collegiate roster, including historically black colleges, liberal arts schools, the Ivies, large state universities, and women's colleges."

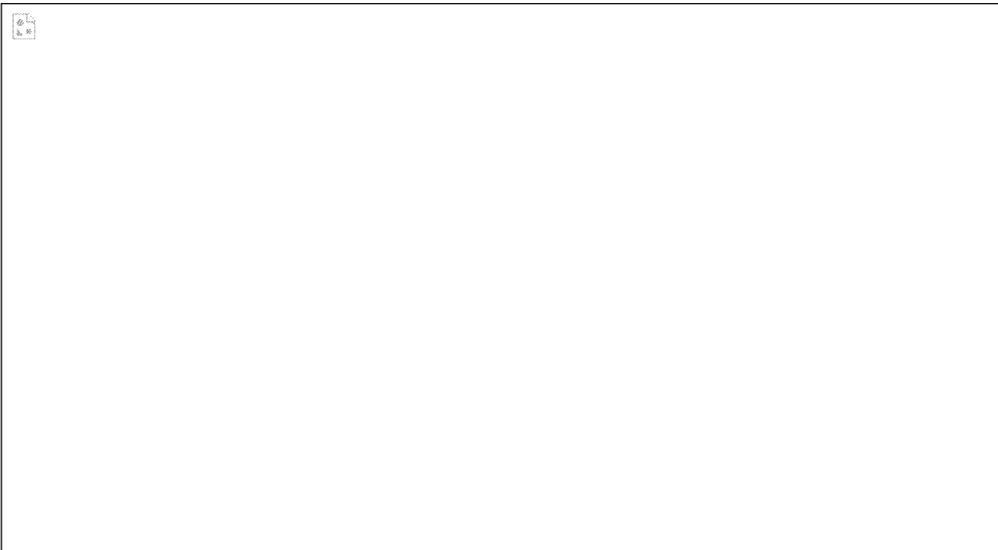
In addition to recruiting for Oracle positions, O4U was a great opportunity to build a network of lesbian, gay, bisexual, and transgender (LGBT) and allied tech professionals—and to enjoy the colorful food truck and cocktail reception following the career fair.

"This was a tremendous chance to collaborate among the Oracle organizations Lambda, Diversity and Inclusion, and Oracle College Recruiting. We were pleased to build the Oracle brand among undergrads, as well as to receive some great resumes," says Philip La Barbera, HR consultant for Oracle Diversity and Inclusion.

Community Action

Oracle Volunteers Decorate the San Francisco VA Medical Center for the Holidays

The San Francisco VA Medical Center is dedicated to its mission of providing cutting-edge research, establishing innovative medical programs, and providing compassionate care to veterans in the area. The medical center has 104 operating beds and a 120-bed Community Living Center, and it supports more than 4,000 veterans a day, many of whom are indigent.



With all of its resources focused on providing excellent medical care for our veterans, the medical center struggles to decorate for the holidays. On November 23, 28 Oracle Volunteers

spent the day bringing holiday cheer by building eight trees, decorating them with hundreds of bows, folding warm lap blankets, and wrapping boxes with holiday paper.

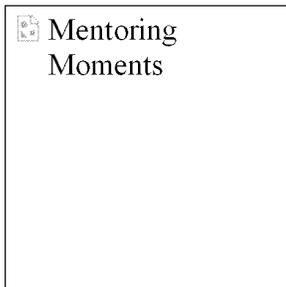
Owetdia Dupree, volunteer manager at the VA Medical Center, shared with the Oracle Volunteers, "This may seem like a small thing, but, believe me, it makes such a difference to our patients who are here during the holidays. I can't express how much we appreciate your support. Thank you!"

Sarbani Chakrabati, senior principal applications engineer, Oracle Fusion SCM Development, says of her experience, "I loved this volunteer event because not only was it for a good cause, but I also felt that I'd achieved something at the end of the day. It also was a really fun group to work with! It was great to see that Oracle cares about the community and is trying to make a difference."

Tracy Truong, associate internet sales representative, NA Commercial Applications, Oracle, expresses, "Giving back at the VA hospital made me feel so fortunate that I was in the position where I can actually give back to the heroes in my community. These veterans have sacrificed tremendously for our country, and it is heartbreaking to know that some of them don't have a place to go home to for holidays. What Oracle has done at the VA hospital is a small token of our appreciation to these veterans."

[back to the top](#)

Mentoring Moments



January Is National Mentoring Month: Be Someone Who Matters to Someone Who Matters

In honor of National Mentoring Month, we are encouraging you to mentor by highlighting some of our favorite mentoring articles, books, webcasts, tools, tips, and resources that have been featured in Mentoring Moments in the past.

Articles and Books

- *Mentoring Millennials* by Meister, Jeanne C., Willyerd, Karie, Harvard Business Review, May 2010 ([access full article](#))
- *Coaching and Mentoring Employees: Helping Others Achieve Their Best*, by Laura Stack, February 2013 ([access full eBook](#) | [register for access to Safari Books Online](#))



A Culture of Mentoring webcast

- [Access the PDF version](#)
- [Watch a replay of this event.](#)

Tools and Tips

- [Mentoring Action Plan](#)
- [Mentoring Toolkit](#)

- [Mentoring Traits Tip Sheet](#)

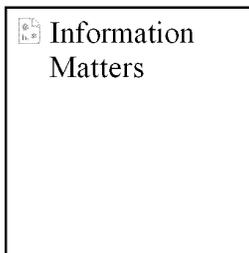
Oracle Resources

- [Oracle Social Network Coaching and Mentoring Conversation](#)
- [Mentoring Library](#)
- [Mentoring @ Oracle Portal](#)
- [Organization and Talent Development \(OTD\) Reading List on Coaching/Mentoring\(register for access to Safari Books Online\)](#)
- [Oracle Mentoring Learning Center](#)

[back to the top](#)

Information Matters

What's Diversity and Inclusion Reading?



Seven Keys to Successful Mentoring

By E. Wayne Hart, May 2009

Both mentors and mentees realize many benefits from mentoring, as do organizations. Effective mentors develop the leadership capacity of their mentees while increasing their own skills. They transfer their knowledge and expertise back into their organizations. They nurture the alignment between employee aspirations and organizational imperatives, and they create depth

and loyalty within their organizations. Leaders who take mentoring seriously and handle it effectively have a profound impact.

Learn to realize these benefits through the seven keys to successful mentoring.

- **Develop and Manage the Mentoring Relationship:** To create that foundation, you should address aspects of the mentoring relationship such as readiness, selection, getting acquainted, building trust, setting goals, self-disclosure, and monitoring.
- **Survey:** Surveying the environment means being alert even when you are not actively involved with your mentee—watch for rumors, conflict with colleagues, and unjust criticism.
- **Sponsor:** When appropriate, advocate on behalf of your mentee.
- **Guide and Counsel:** Be comfortable with your mentee's emotions and respectful of past experiences.
- **Teaching:** Showing your mentee how to do something, questioning, and listening, all with an eye on keeping your mentee focused on priorities and oriented toward action.
- **Model:** Mentees will learn through observing you. Give them opportunities to watch you in action.
- **Motivate and Inspire:** Bring out the creativity and passion in your mentee through such methods as brainstorming and encouraging new perspectives.

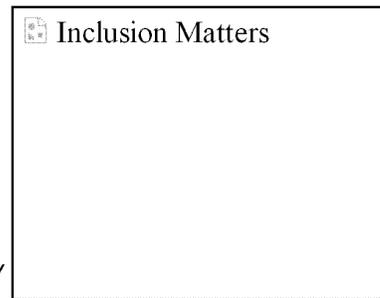
[Access full eBook via Safari Books Online](#) | [Register for access to Safari Books Online](#)

[back to the top](#)

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



[back to the top](#)

Accessibility Tips

Accessible Multimedia



Have you ever played a video and not been able to understand the dialog? By turning on captioning you may be able to better understand what is being said. Making multimedia accessible

allows all listeners and viewers to benefit from it.

Steps for creating accessible multimedia include

1. Create a transcript of the audio portion of the video. Publishing the transcript helps everyone find your video as the transcript can be indexed.
2. Create a caption file synchronizing the transcript to the audio. This allows people who are deaf or hard of hearing to access the content.
3. If there is important content in the video that isn't explained in the audio track, then create a secondary audio description track that includes this content. This allows people who are blind to fully understand the content.
4. Publish on a platform where the player is accessible for keyboard and screen reader users so that people who have motor disabilities or who are blind can access the content.

To find out how to implement these four steps, see [Making Multimedia Accessible](#).

Definitions you need to know are

- **Transcript:** A text file of the words spoken, which should include an identification of the speaker.
- **Captions:** Written in the same language as the main audio track and render a transcription of dialog or narration, as well as important nonspeech information such as brief descriptions of sound effects, music, and laughter.
- **Closed Captions:** A type of captioning that can be enabled on demand by the viewer.

- Audio Description: A supplementary audio track narration describing what is happening in the video generally during the natural pauses in the audio.
- Subtitles: Dialog the user could not normally understand such as audio in a foreign language.

If you have a question on accessibility or need additional information on making our products accessible, visit the [Accessibility Wiki](#) or contact michele.vandoozer@oracle.com.

[back to the top](#)

Oracle Women's Leadership (OWL)

OWL Kenya Partners with Akili Dada to Support Global Volunteer Days

On October 5, the Oracle Women's Leadership (OWL) community in Nairobi, Kenya, celebrated Oracle Global Volunteer Days by participating in the annual conference of the [Akili Dada](#) organization, with the theme *Celebrating Innovation and Creativity*. OWL community members partnered with Akili Dada to mentor young women, and Oracle Volunteers joined Akili Dada alumni and other guest speakers at the packed event in the National Museum of Kenya to motivate young women in their future careers and lives. Oracle, introduced as a company that leads in constant innovation, played a key role in making the conference successful.

Akili Dada is a leadership incubator organization investing in high-achieving young African women from underprivileged backgrounds who are passionate about social change. It creates and provides a network and opportunities for professional woman in Kenya to become Akili Dada mentors and pay it forward to the next generation. The name comes from **Akili** (intellect, ability, strategy, knowledge, competence) and **Dada** (sister; a term of endearment, respect, and familiarity among women).



Vivian Ashioya, applications sales manager, led the Oracle team at the conference, shared her personal career experience, and asked the girls to “dare to be different” and celebrate every single achievement with every step of their journey no matter how small.

Onstage, Vivian told the conference audience, “My encouragement to you is that you need to take time to celebrate yourself. Celebrate the little things that you do. Celebrate your milestones...those small, little, incremental steps. I believe that no experience in life is wasted.”

For more information about OWL, email owlcomms_ww@oracle.com and visit the [OWL website](#).

The OWL program is a corporatewide program with more than 50 communities worldwide. These communities sponsor local events with the goal to create professional development opportunities for current and future women leaders at Oracle. All Oracle employees are welcome to participate. Oracle supports workforce diversity.

Please email questions to: OWLCOMMUNITY_WW@oracle.com



[back to the top](#)

For More Information Contact Oracle Diversity

If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

Copyright © 2014, Oracle Corporation
and/or its affiliates. All rights reserved.

[Contact Us](#) | [Legal Notices and Terms of Use](#) | [Privacy Statement](#)

Oracle Confidential – For Internal Use Only.

Oracle Corporation - Worldwide Headquarters
500 Oracle Parkway, Redwood Shores, CA 94065 U.S.A.

From: Oracle Human Resources <sendmail.ww@oracle.com>
To: Oracle US Employees <sendmail.ww@oracle.com>
Sent: 12/3/2013 11:24:43 PM
Subject: Dimensions of Diversity Newsletter – December 2013

 Oracle Human
Resources

 Oracle logo

 Dimensions of
Diversity

In this issue...

Diversity in the News

- [Oracle Attends the Annual National Minority Supplier Development Council National Conference and Business Expo](#)
- [Accessibility: Why Does It Matter?](#)
- [Oracle Sponsors 25th Annual Hispanic Engineering National Achievement Awards Corporation Conference](#)
- [Oracle Supports Cinnamongirl: An Autumn Afternoon with Judy Smith](#)
- [Oracle Supports Out and Equal Workplace Summit](#)
- [Oracle Sponsors Congressional Hispanic Caucus Institute's 36th Annual Awards Gala](#)
- [Oracle Celebrates the 29th Annual Human Rights Campaign San Francisco Bay Area](#)

Employee Resource Group Spotlight

- [African-American Business Leaders for Excellence Presents Kwanzaa: Connecting African-Americans to Their Roots](#)

Community Action

- [Hope for the Warriors at the Marine Corps Marathon Mentoring Moments](#)
- [Oracle BBQ for Fisher House Military Families](#)

Mentoring Moments

- [Check Out the New Mentoring Skills Center](#)

Information Matters

- [Information at Your Fingertips with Safari Books Online at Oracle](#)
- [What's Diversity and Inclusion Reading?](#)

UPCOMING EVENTS

January is National Mentoring Month

January 20, 2014 –
Martin Luther King, Jr. Day

January 21–23, 2014 –
The Value of a Veteran
Recruiting Conference, Dallas,
Texas

Inclusion Matters

- [What's Up on the Oracle Diversity and Inclusion WIKI](#)

Diversity in the News

Oracle Attends Annual National Minority Supplier Development Council National Conference and Business Expo

The Oracle Supplier Diversity team participated in the 2013 National Minority Supplier Development Council (NMSDC) National Conference and Business Fair, held October 27–30, in San Antonio, Texas. Nearly 7,000 were in attendance including small and diverse minority-owned business enterprises (MBEs), Fortune 500 corporate members, and other supplier diversity teams. NMSDC's annual conference aims to support corporate members and supplier diversity teams by hosting collaborative workshops focused on sharing best practices. There were many opportunities to engage with Oracle customers such as HP, IBM, Dell, Target, Starbucks, Sprint, Verizon, and AT&T, whose supplier diversity teams have similar diversity goals to ours here at Oracle. The event helps to advance business opportunities for certified small MBEs by connecting them to corporate members like us.



On the day of the business fair, our supplier diversity team met and interviewed more than 150 MBEs. The MBEs discussed their business offerings and strengths in hopes of matching

up to current opportunities listed on Oracle's Opportunity Billboard.

The Oracle team also had a chance to network with Oracle customers, existing suppliers, and other supplier diversity teams, whose goal was to raise awareness and promote the advancement of small and diverse businesses.

"We are always excited to attend NMSDC's yearly conference and business expo," says Steve Watson, director, Oracle Supplier Diversity. "NMSDC runs a well organized event filled with compelling speakers, collaborative work sessions with other supplier diversity teams, and most important, a great mix of small and diverse business entities. This all translates to valuable knowledge, exposure, and generation of business contacts as we continue to develop our own Supplier Diversity program."

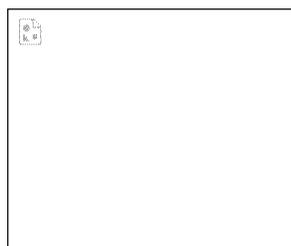
Contact the [Oracle Supplier Diversity team](#) if you have any questions.

[back to the top](#)

Accessibility: Why Does It Matter?

Oracle's Accessibility Program Office hosted its annual Accessibility Conference October 22–25 at Oracle headquarters in Redwood Shores, California. This year's conference included a keynote speech, "[Accessibility, Why Does it Matter](#)," from Kathy Martinez, assistant secretary of the US Department of Labor and lead for the Office of Disability Employment Policy (ODEP). The video of this speech is available for internal use only. The conference also included 10 sessions on accessibility and how to make Oracle products and documentation accessible; five lab sessions on using the JAWS screen reader; and a session on iPhone accessibility features.

According to Martinez, "engaging the technology industry is a key piece of the puzzle," when it comes to the employment of people with disabilities. Building accessibility into products from the beginning is critical, not only from a functionality standpoint but also to keep costs reasonable. ODEP has a project in the works, the Partnership on Employment and Accessible Technology (PEAT), which aims to bring together the public and private sector to increase employment of people with disabilities within the government. Executive Order 13548 requires the hiring of 100,000 employees with disabilities into federal jobs by 2015. Amendments to Section 503 of the Rehabilitation Act of 1973 speak to the need to increase hiring of people with disabilities by federal contractors.



"There's a lot of possibility for creativity here," said Martinez. "Access to technology is so intertwined with getting and succeeding in a job." She also noted that because Oracle makes its products accessible, PEAT will be able to point to Oracle as an example of a technology company making accessible products.

If you have questions about the conference, questions about accessibility, or if you need additional information on how to make our Oracle products accessible, visit the [Accessibility Wiki](#) or contact michele.vandoozer@oracle.com.

[back to the top](#)

Oracle Sponsors 25th Annual Hispanic Engineering National Achievement Awards Corporation Conference

The 25th annual [Hispanic Engineering National Achievement Awards Corporation Conference \(HENAAC\)](#), whose theme was *Forged by Tradition, Fueled for Tomorrow*, was held on October 3–5 in New Orleans, Louisiana. The HENAAC conference encompasses many activities including honoring students; providing opportunities for student leadership

development; conducting a career fair where both students and professionals can look for employment; and a forum where top leaders of representing corporations, government agencies, academic institutions, the military, and the business community can discuss and implement change to help improve both our country's and the Hispanic community's involvement in science, technology, engineering, and math (STEM).

Oracle sponsored two HENAAC scholarships for students majoring in Information Technology. Oracle also hosted a panel discussion for students and professionals on "Preparing Yourself for IT Careers and Twenty-First Century Skills," moderated by Traci Wade, Oracle's senior Diversity and Inclusion consultant, and the following Oracle panelists: Yamilet Torres, senior director, Support Account Management; Eduardo Mendez, vice president of Software Development; and Lorilyn Owens, director, Oracle Academy North America. The students were engaged and asked our panelists many questions around career objectives and mentoring.

Abel Macias, a senior principal technical support engineer in the Oracle Engineered Systems Support group, was honored with a Luminary Award. Luminaries represent Hispanic professionals in STEM recognized for their significant contributions to the Hispanic technical community. To be selected as a Luminary, an individual must have demonstrated noteworthy milestones in carrying the torch of promoting careers in STEM. "Receiving the award gave me the satisfaction of knowing that the time I've spent mentoring other people was well invested and the right choice to make," says Macias.

Oracle has become an integral partner in delivering the mission of HENAAC, which is to inspire, motivate, and educate more students to pursue careers in STEM. Together, HENAAC and Oracle will continue innovating mechanisms that empower our underserved and underrepresented students and professionals to access and excel in STEM careers as part of a diverse technical workforce.

Oracle's partnership with HENAAC confirms our interest in expanding educational and career opportunities.

[back to the top](#)

Oracle Supports Cinnamongirl: An Autumn Afternoon with Judy Smith

On October 27, Oracle employees from African-American Business Leaders for Excellence (ABLE), the Oracle Academy, and Oracle Diversity and Inclusion attended a leadership development session focused on life, career, and family with Judy Smith.



Judy Smith

Judy Smith is the founder and president of Smith and Company, a leading crisis communications firm and is the inspiration for ABC's hit TV show *Scandal*. Smith was the keynote speaker for an Autumn Afternoon with Judy Smith hosted by Cinnamongirl. [Cinnamongirl](#) is a nonprofit organization created to empower girls to take charge of their lives and grow into successful leaders by offering leadership and self-esteem building activities, science, technology, engineering, and math (STEM) and career development programs, and cultural enrichment opportunities.

The event began with young women leaders sharing their experiences as participants of Cinnamongirl's program including how they triumphed over school bullying and low self-esteem by learning how to believe in themselves, take pride in where they came from, dreaming courageously, and leveraging their peers and mentors in the program for support.

Afterwards, Smith took the stage and shared an inspirational story about her family, career, leadership journey, and lessons learned along the way. She spoke about the importance of defining what success looks like, setting boundaries, and defining deal breakers. Her key messages included

- There is power in being yourself: Who you are is more than enough.
- Be persistent and don't give up: Stand up for what you believe in.
- Be fearless and compassionate: Walk your talk and pay attention to your gut.
- Be at the top of your game: Know your core business.
- Be prepared: You must be ready for the job.

Then Smith joined the audience and engaged in an in-depth Q&A session. The event concluded with an acknowledgement of the sponsors including Oracle, Kaiser Permanente, Merrill Lynch, UPS, Oakland A's, and all the attendees.

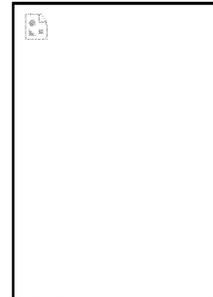
"The Cinnamongirl-hosted Autumn Afternoon with Judy Smith was an amazing opportunity to not only network with other Bay Area professionals—many who are Oracle customers and the dynamic mentors and young women of Cinnamongirl—but also a rare and wonderful chance to meet the woman known as America's #1 Crisis Manager and hear her incredible story of personal and career challenges and triumphs and how she manages to balance it all," says Susan Bell, director of Analyst Relations, Oracle Marketing.

[back to the top](#)

Oracle Supports Out and Equal Workplace Summit

The [Out and Equal Workplace Summit](#) took place October 29–31 in Minnesota, welcoming more than 2,000 representatives from global corporations. Oracle is proud to have been a sponsor of the summit. "At Oracle, I can come to work every day and focus on doing excellent work, instead of worrying that I might be fired for my sexual orientation or gender identity," says Amie Lewandowski, business analyst, Oracle Global Business Unit Development Operations. "Not everyone in the US has this luxury. Out and Equal is working to create safe workplaces and I'm proud Oracle is a part of that."

[Selisse Berry, founder and CEO of Out and Equal Workplace Advocates](#) shared the stage with inspiring corporate leaders at each of three plenaries at the summit. "We live in an interesting time in US history when we can be married in 14 states, but we can still be fired in 29 states...simply for being lesbian, gay, bisexual, or transgender," said Berry, who also spoke this year at Oracle's first Diversity and LGBT Leadership Summit at Oracle OpenWorld San Francisco.



Speaking at the opening plenary session, [Robert Hanson, CEO of American Eagle Outfitters](#), said, "To positively influence the course of history, we must continue to be authentic, living our lives with honesty and bringing our true selves to work each and every day." [Janet Mock, writer, activist, and founder of #GirlsLikeUs](#), also spoke at the opening plenary, "My struggles have helped me become who I am, but they don't define me. I need to tell the story of a young, thriving trans woman—a story that I didn't have growing up."

The [Out and Equal summit workshops](#) are an invaluable tool to keep pace with the multitude of changes happening around the globe and in the workplace. In one workshop, LGBT pioneer and attorney [Roberta "Robbie" Kaplan](#) described the significance of the Defense of Marriage Act (DOMA) ruling, which she argued in front of the United States Supreme Court.

"I was able to learn about best practices for building stronger employee resource groups and how important it is to include allies in efforts to create a more inclusive workplace," says Lewandowski. Equally enthusiastic, Kareem Smith, Application Sales Representative, Oracle Direct, says, "As a result of attending the summit, I'm very motivated to get more involved with Out and Equal both at Oracle and within my local community."

[back to the top](#)

Oracle Sponsors the Congressional Hispanic Caucus Institute's 36th Annual Awards

Gala



Oracle employees attended this year's [Congressional Hispanic Caucus Institutes \(CHCI\)](#) Gala on October 2 in Washington DC. CHCI's Annual Awards Gala is the signature event in CHCI's Hispanic Heritage Month events. It is the largest and most prestigious gathering of Hispanic nonpartisan public, and private sector leaders in the nation who convene to network while celebrating the achievements of the Latino community. The event brought together 2,500 guests from across the country including cabinet secretaries, members of Congress, celebrities, corporate executives, and nonprofit leaders. The evening's festivities included recognition of CHCI's highest honors—the annual Chair's Medallion Award and the CHCI Medallion of Excellence awards. These awards celebrate the outstanding accomplishments of Latino leaders who “keep the promise” to their communities through their extraordinary efforts.

All events support CHCI's educational attainment and leadership development programs. Today, CHCI programs serve more than 1,600 young Latinos annually. And the demand is exploding. As the dramatic population growth of the Latino community in the United States continues, education and training for Hispanic youth is a national imperative.

This year's special guests and honorees included: Senator Robert Menendez; House Representative Nancy Pelosi; Medallion Honorees Salma Hayek Pinault and Dr. Juan Andrade, Jr.; and Chair's Medallion Award Recipient Dr. Francisco G. Cigarroa.

[back to the top](#)

Oracle Celebrates the 29th Annual Human Rights Campaign San Francisco Bay Area

On October 19, Oracle employees enjoyed an evening of networking at the 29th Annual Human Rights Campaign (HRC) San Francisco Bay Area Gala. The HRC has been at the forefront of equality for lesbian, gay, bisexual, and transgender (LGBT) Americans for more than 30 years from passing hate crimes legislation and repealing “Don't Ask, Don't Tell,” to enacting marriage equality, all to ensure LGBT people can be authentic in their homes, workplaces, and communities. At the San Francisco Bay Area Gala, HRC honored actress [Laura Prepon](#) with the 2013 Ally for Equality award. [Jason Collins](#), who made history this year by coming out as gay on the cover of *Sports Illustrated*—the first NBA player to do so—made a surprise appearance. [Mary Lambert](#), who appeared recently on MTV's Video Music Awards, performed “Same Love,” which she co-wrote with the artist Macklemore. The Corporate Equality award went to Intel this year, recognizing the corporation's excellent score on the HRC [Corporate Equality Index](#) for the last 11 years.



“Oracle’s commitment to diversity and support of the Human Rights Campaign is inspiring,” says Anna Hoffman, principal program manager, Business Operations, Oracle. Sujesh Sundaram, senior software engineer, Oracle Product Development, agrees, “It is always a pleasure to be in the company of and network with like-minded fellow employees.”

[back to the top](#)

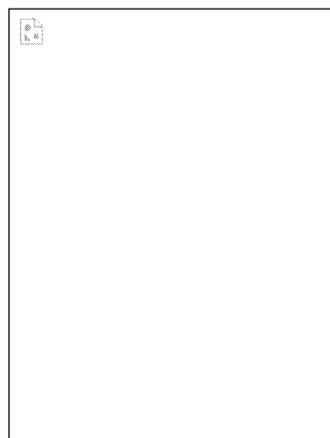
Employee Resource Group Spotlight

African-American Business Leaders for Excellence (ABLE) Presents Kwanzaa: Connecting African-Americans to Their Roots

Kwanzaa is an African-American and Pan-African cultural holiday created in 1966 by Dr. Maulana Karenga, professor and chair, Department of Africana Studies at California State University – Long Beach. Inspired by African agricultural celebrations, Kwanzaa is derived from the Swahili phrase, “matunda ya kwanza,” meaning “first fruits.”

The seven principles of Kwanzaa (also called the Nguzo Saba) are celebrated from December 26 through January 1. On each day a candle is illuminated as each principle is reflected upon. The principals are

- **December 26: Umoja (oo-MO-jah) Unity** – To strive for and maintain unity in the family, community, nation, and race
- **December 27: Kujichagulia (koo-jee-chah-goo-LEE-ah) Self-Determination** – To define ourselves, name ourselves, create for ourselves, and speak for ourselves
- **December 28: Ujima (oo-GEE-mah) Collective Work and Responsibility** – To build and maintain our community together, make our brothers’ and sisters’ problems our own, and solve them together



- **December 29: Ujamaa (oo-JAH-mah) Cooperative Economics** – To build and maintain our own businesses and to profit from them together
- **December 30: Nia (nee-AH) Purpose** – To make our collective vocation the building and developing of our community in order to restore our people to their traditional greatness
- **December 31: Kuumba (koo-OOM-bah) Creativity** – To always do as much as we can, in order to leave our community more beautiful and beneficial than we inherited it
- **January 1: Imani (ee-MAH-nee) Faith** – To believe with all of our heart in our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle

“Since Kwanzaa is a cultural celebration, not a religious holiday, it is widely celebrated by people of African descent,” says Diane Mathis, ABLE chairperson. “It is a time to reflect, reassess, recommit, rejoice, and accept greater responsibility to do more.”

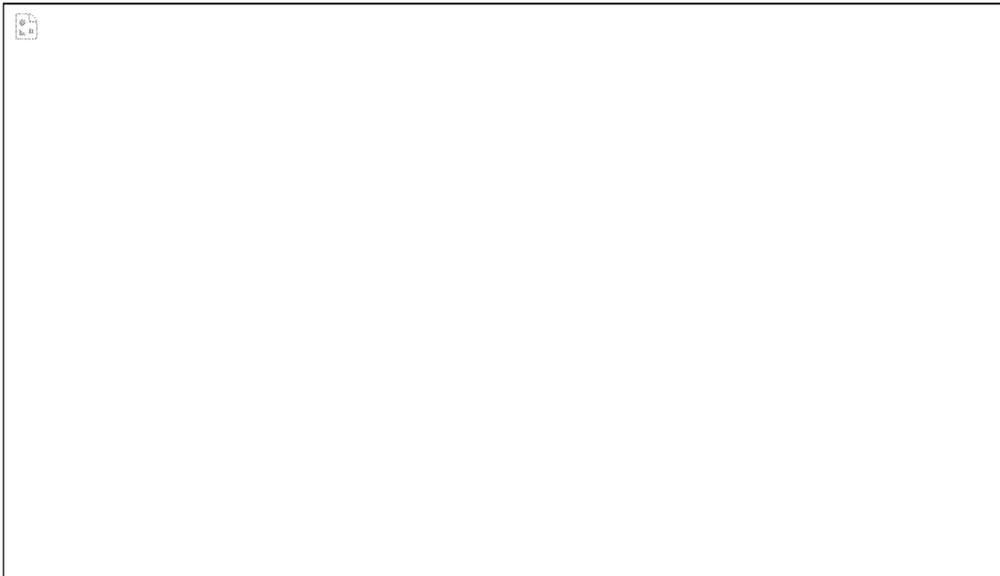
Learn about Kwanzaa at: <http://www.officialkwanzaawebsite.org/index.shtml>.
Visit the [ABLE webcenter](#).

[back to the top](#)

Community Action

Hope for the Warriors at the Marine Corps Marathon

On October 27, the Marine Corps held its 38th Annual Marine Corps Marathon, which took participants from around the world for an extensive 26.2-mile run through historic parts of Washington DC, and Arlington, Virginia. Among the thousands of individual athletes and groups was the Hope for the Warriors team, which is comprised of injured veterans with varying abilities who were outfitted with adaptive equipment (if necessary) to ensure that they are defined by their achievements rather than by their injuries.



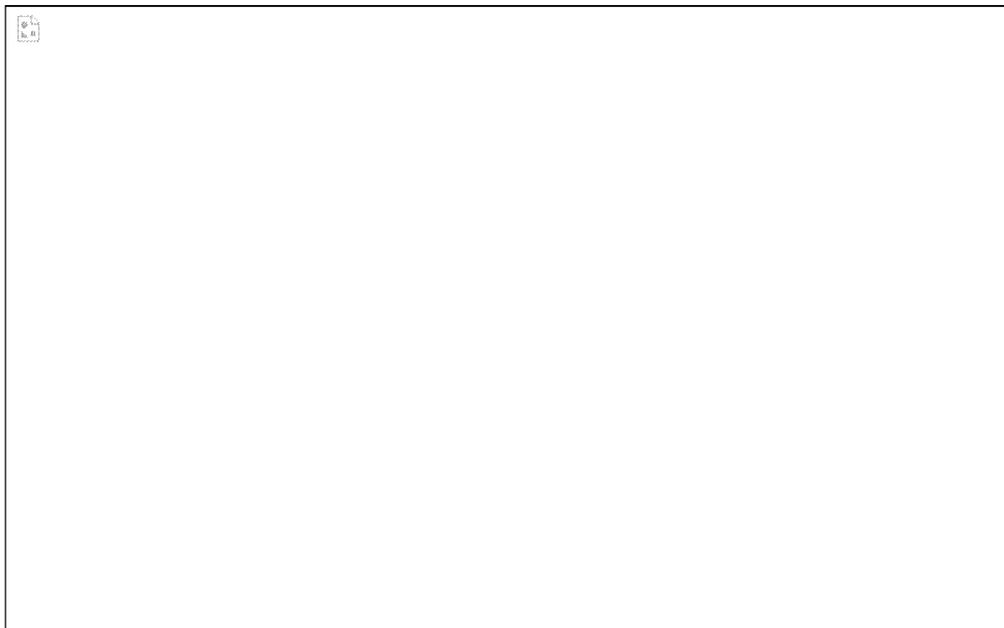
Oracle's 18 volunteers joined forces with Hope for the Warriors to support the men and woman who were wounded in combat while serving in America's armed forces. While walking to the hospitality tent where the injured veterans took time to recuperate after completing the course, Shannon Duncan, internet sales representative, Oracle Direct, said, "I thought walking around the area and hopping on metros was a lot of work,. Those men and women sacrificed a lot, have a much harder time on a daily basis, and they just completed a marathon!"

"The Hope for the Warriors team is so grateful to have had such incredible Oracle volunteers join us for the 2013 Marine Corps Marathon," says Courtney Gately, Hope for the Warriors team and run coordinator. "The Oracle volunteers were such a tremendous help in supporting the team both at the team tent and on the course. We couldn't have made that event a success without them."

In all, it was an event the volunteers were proud to support, and it gave them an even greater appreciation for those who are serving or have served our country.

Oracle BBQ for Fisher House Military Families at the DC VA Hospital in Washington DC

Fisher House provides a home away from home for military families to be close to a loved one during hospitalization for an illness, disease, or injury. Each year, Oracle provides US\$20,000 toward Fisher House's mission; in addition this year eight Oracle volunteers put together a BBQ for military families staying at the Fisher House at the VA Hospital in Washington DC on October 19. Business Development Manager Holly Mackey's Oracle Direct teams in Reston, Virginia, were thrilled to have a chance to work with veterans.



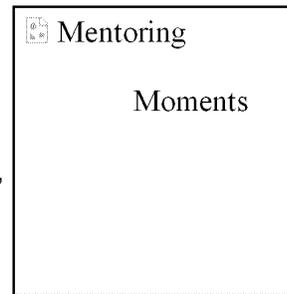
The volunteers cooked, set up, and passed out food to the families and cleaned up afterwards. For many of these families, their focus is on their father, mother, spouse, or child who is recovering, leaving little time to relax or cook and eat a meal together. An event like the Oracle BBQ, where volunteers provide the hot food and clean up for the families goes a long way. "As a veteran myself, I understand that events such as this are helpful in keeping morale up during a difficult time," says Ryan Bambling, business development consultant, Oracle. Holly says, "I am so proud of the team for putting this event together to honor the veterans in our local area."

[back to the top](#)

Mentoring Moments

Check Out the New Mentoring Skills Center

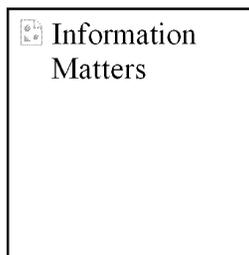
The new Oracle Organization Talent Development (OTD) [Learning Centers](#) include a skills center for [Mentoring](#). You will find a variety of learning options for each of those skills (courses, articles, books, and more). If you have recommendations, share it with Christy Confetti-Higgins, Oracle cybrarian, in the Feedback: [OTD Learning Centers Oracle Social Network Conversation](#).



[back to the top](#)

Information Matters

Information at Your Fingertips with Safari Books Online at Oracle



We are pleased to announce the renewal of Safari Books Online at Oracle. The value of this information to Oracle's business growth and employee growth has been evident over the past two years, therefore, access will continue.

Safari Books Online is a learning solution providing access to more than 20,000 technical and business books and videos from premier publishers such as O'Reilly, Oracle Press, Prentice-Hall, Addison-Wesley, Pearson, and more.

With Safari Books Online, employees can search across thousands of books, find answers to questions, read, print, download, learn new skills, innovate, develop, share, and help to grow both Oracle's business and individual development through access to quality information —anytime, anywhere.

If you don't have access today, [register for Safari Books Online](#).
If you already have a Safari account, you do not need to take any action.

Key features of Safari Books Online to enable your learning, decision-making, and development around diversity and inclusion include reading lists. You have the ability to create reading lists and share them with others within Oracle. The Organization and Talent Development (OTD) team has created Reading Lists on a variety of topics mapping to key business skills. To access the lists, go to All Shared Lists and search for "from OTD" to see all the lists. You can then view the list and follow the list (see screenshots below). Examples include

- [Diversity and Inclusion Reading List](#)
- [Working Globally Reading List](#)

Join the [Safari Q&A Conversation](#) in the Oracle Social Network (OSN) and ask questions, share, and collaborate around this critical information service.

If you have any questions about Safari Books Online, please contact Christy Confetti-Higgins,

What's Diversity and Inclusion Reading?

Field Tested

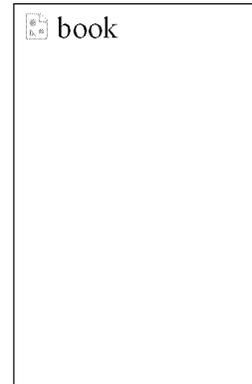
Veterans are a tremendous source of untapped talent and come with a wealth of skills and experience beyond those of typical civilian employees. "Field Tested" gives readers the insight and tools they need to recruit and retain veterans, and to maximize their value in any organization. This book is a must-read for leaders, managers, and human resources professionals across industries.

"Field Tested" uncovers key cultural differences between the military and civilian workplace, and reveals how these differences can affect employee performance, satisfaction, and retention. Complete with real-world examples, practical models, and savvy advice, this book shows readers how to

- Attract and interview veterans
- On-board them quickly and effectively
- Position them for success
- Ensure a smooth cultural transition
- Manage performance
- Help them develop lasting careers

As an employer of veterans, we owe it to our employees and ourselves to understand the unique considerations involved. This guide reveals how to make the most of America's top talent.

[Full eBook](#) | [Register for Safari Books Online](#) | [Business Book Summary](#)



For More Information Contact Oracle Diversity

If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

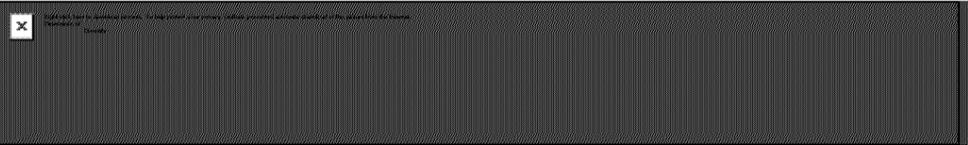
Copyright © 2013, Oracle Corporation
and/or its affiliates. All rights reserved.

[Contact Us](#) | [Legal Notices and Terms of Use](#) | [Privacy Statement](#)

Oracle Confidential – For Internal Use Only.

Oracle Corporation – Worldwide Headquarters
500 Oracle Parkway, Redwood Shores, CA 94065 U.S.A.

From: Oracle Human Resources <sendmail.ww@oracle.com>
Sent: Wednesday, September 04, 2013 6:50 PM
To: Oracle US Employees
Subject: Dimensions of Diversity Newsletter – September 2013



In this issue...

Executive Spotlight

- [National Hispanic Heritage Month](#)
- [Juan Carlos Gutierrez](#)
- [Euliana Gonzalez](#)

Diversity in the News

- [Oracle Named One of the Top 50 Companies by Workforce Diversity for Engineering and IT Professionals Magazine](#)
- [Oracle Attends the Annual Women's Business Enterprise National Council Conference & Business Fair](#)
- [Top Dads and Kids Honored at Annual Awards Celebration](#)
- [August Out & Equal Networking Events](#)

Affinity Group Spotlight

- [African-American Business Leaders for Excellence Hosts Conversation with Oracle Executive Juan Jones](#)

Mentoring Moments

- [10 Tips for Mentoring Millennials](#)

Information Matters

- [Latino Talent: Effective Strategies to Recruit, Retain, and Develop Hispanic Professionals](#)

Inclusion Matters

- [What's Up on the Oracle Diversity and Inclusion WIKI](#)

Oracle Womens' Leadership (OWL)

UPCOMING EVENTS

October 2, 2013 –
36th Annual Awards
Congressional Hispanic
Caucus Institute, Washington
DC

October 2–5, 2013 –
Grace Hopper Celebration of
Women Conference,
Minneapolis, Minnesota

October 2–5, 2013 –
Great Minds in STEM
Conference, New Orleans,
Louisiana

October 5, 2013 –
Seventh Annual Human Rights
Campaign National Dinner,
Washington DC

October 20, 2013 –
17th Human Rights Campaign
San Francisco Bay Area Gala
Dinner, San Francisco,
California

October 28–31, 2013 –
Out & Equal Workplace
Summit, Minneapolis,
Minnesota

- [OWL Hosts OWL Leadership Summit at Oracle OpenWorld Shanghai](#)



Executive Spotlight



National Hispanic Heritage Month

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean, and Central and South America.

We are spotlighting two of our Hispanic leaders within Oracle, who speak about leadership, excellence and balance.

[back to the top](#)

Juan Carlos Gutierrez, Consulting Group Vice President for Latin America and the Caribbean

“Live for excellence!”

That’s the motivational mantra Juan Carlos Gutierrez, Consulting GVP for Latin America and the Caribbean, Oracle, shares with co-workers, family, and friends—and it’s the keystone to his success at Oracle.

That simple phrase belies the complex and exciting journey Juan Carlos has experienced during his career since he came to the United States 16 years ago. Focused on what he calls a lifetime of learning, Juan Carlos shares what he considers his two most important lessons: find a mentor and always be working toward a plan.

“Everyone should strive to find people around them who can provide wisdom and leadership,” says Juan Carlos. “Throughout my career I’ve focused on finding people who can guide me and help me take the next step toward my professional goals.”



Juan Carlos Gutierrez

He also advises, “It’s important to always have a five-year plan and work toward the milestones of that plan daily. This vision of yourself in five years helps drive your success professionally and personally—but don’t be locked into your plan because opportunities to change your plan can come at any time and you need to be flexible.”

Juan Carlos’ first role at Oracle came when opportunity knocked. With his diverse background, skill set, and ability to speak four languages, Juan Carlos joined Oracle in Venezuela in 1995 and stayed with the company through moves to Puerto Rico, the Caribbean, and Washington DC. By 2000, he was working for Oracle from Reston, Virginia.

Seeing an opportunity to build his experience in consulting communications, Juan Carlos left

Oracle to work for marchFIRST, a systems integrator and internet consulting company in Miami. He then quickly moved in 2001 to a role at PeopleSoft, which was acquired by Oracle in 2005.

According to Juan Carlos, operating in other countries is a lot more complex than simply knowing the language. Negotiations can be more complicated; nuances within languages can be challenging because certain words in one area can mean the complete opposite in other areas; and cultural norms are different everywhere.

“Every country in Latin America has differences, and you have to be conscious of that and mindful of how you do business and the way you approach your customers and colleagues,” he says.

Juan Carlos believes that the ability to identify with people from other cultures, which he has gained from living and working in different countries, has become one of his greatest assets in conducting global business.

To that point, he has received recognition from his peers in the international community for his accomplishments—specifically from the Congressional Hispanic Leaders Institute (CHLI) and the Hispanic IT Executive Council (HITEC). Active in both organizations, Juan Carlos's awards include being named one of the 2011 Most Influential Hispanics in Technology, and one of the HITEC Top 100 IT Executives in 2009, 2010, and 2011.

Juan Carlos says that the journey he is on is a continuous learning process and he believes everyone should take ownership for their actions and maintain a feeling of ownership for their company. He also promotes leadership as a key driver to success.

“Leadership is about creating the right environment for others to grow and optimize their potential, and there are many opportunities for everyone at Oracle,” he says. “Being inclusive of everyone in all your actions makes it possible to successfully collaborate across different regions and cultures. Collaboration and teamwork is key or it would be impossible to do my job or help our customers.”

“For me, live for excellence means you have to try to do your best in anything that you do... with your family, with your friends, with your work,” says Juan Carlos.

[back to the top](#)

Euliana Gonzalez, Northern Oracle Latin America Consulting Senior Director

Leading an Oracle consulting practice in Latin America, Euliana Gonzalez has a vital role that includes selling and delivering services for Oracle implementations in a geography spanning 15 countries.



Euliana Gonzalez

Relying on her experience and education—15 years at Oracle and an engineering degree in Computer Science—she says working for the company has always been a dream. Although her journey hasn't been easy, she learned many valuable lessons over time. She points out that early in her career she wished someone had stressed the importance of understanding how to strike a balance between her personal and professional life.

“For many years I thought that to achieve success I needed to sacrifice one for the other,” says Euliana. “It was hard being a woman, living in a different culture away from family, and traveling to a different country each week. Then I learned it is about balance, and once you have found your point of equilibrium then you know that it's not about sacrificing, but about complementing.”

Ultimately, during her journey of professional and personal growth Euliana gleaned her top five principles for achieving success.

- There is always something new to learn—embrace it.
- There is always something you can do better.
- Your success won't make you happy; your happiness will make you successful.
- Your team is the most important thing.
- If the success of your practice depends on you, you are not being successful at all.

Euliana also believes that good leadership is about creating the right environment for others to grow and reach their true potential, rather than focusing on yourself.

“You truly understand the power of your leadership when you discover you get more satisfaction in helping your team be successful and achieve both their personal and professional goals,” says Euliana. “You need to focus on the same goals for everyone on your team and in your life regardless of background or differences, because those differences make everyone better. If we were all the same color and ethnicity, and had the same preferences, there would be no room for creativity, which is the key that opens the door for greatness.”

Overall, Euliana feels that Oracle has been the perfect place for her to grow and succeed and that the company's team-based environment and laser focus on giving everyone an opportunity to be great is what gives everyone the same chance to succeed.

“I'm grateful that Oracle has given me the chance to be in a position in which I'm empowered to help create an environment where others can succeed,” she says. “Oracle is full of opportunities. Find your purpose here, work toward it, and always be inclusive. Be humble—you don't have all the answers; there is always somebody who can teach you something. Be ready to learn and just enjoy the ride. There is no one-size-fits-all approach to building success; everyone needs to create their own map. I hope that sharing my thoughts will help others better navigate their path to success at Oracle.”

[back to the top](#)

Diversity in the News

Oracle Named One of the Top 50 Companies by *Workforce Diversity for Engineering and IT Professionals Magazine*

Oracle ranked in the Annual Top 50 Employers list in the *Workforce Diversity for Engineering and IT Professionals* magazine. Readers were asked to list the top three companies or government agencies for which they would most like to work or believe would provide a positive working environment for women engineers. From that list, the magazine weighted the answers based on their listing of first, second, and third choice.



Established in 1994, [Workforce Diversity for Engineering and IT Professionals](#) is the first magazine published for the professional, diversified high-tech workforce, which encompasses the entire population to advance a diversified working community.

[back to the top](#)

Oracle Attends the Annual Women's Business Enterprise National Council

Conference & Business Fair



The Oracle Supplier Diversity team participated in the [2013 Women's Business Enterprise National Council \(WBENC\) National Conference & Business Fair](#). The event was held June 24– 27, in Minneapolis,

Minnesota. Nearly 6,000 attendees included small and diverse women-owned business entities, Fortune 500 corporate members, and other supplier diversity teams. WBENC's Annual Conference aims to support corporate members and supplier diversity teams by hosting workshops where companies with the same diversity goals can collaborate and learn together. WBENC also aims to advance business opportunities for certified small woman-owned business enterprises (WBE) by connecting them to corporate members.

Our Supplier Diversity team met and interviewed nearly 100 WBEs. The WBE businesses came prepared to discuss current opportunities listed on Oracle's "Opportunity Billboard" and were ready to share their business offerings and strengths. The Supplier Diversity team also had a chance to network with many existing suppliers, customers, and other supplier diversity teams, all in attendance with a goal to raise awareness and promote the advancement of small and diverse businesses.



If you have any questions, please contact the [Oracle Supplier Diversity team](#).

[back to the top](#)

Top Dads and Kids Honored at Annual Awards Celebration

Oracle was one of the proud sponsors of the 2013 Top Dads Award Luncheon held on June 14 at the San Jose Airport Garden Hotel in California.



In honor of Father's Day, 50 Silicon Valley kids and their dads or father figures were recognized at the Seventh Annual Top Dads Award Luncheon hosted by [Building Peaceful Families \(BPF\)](#). These award-winning students were selected from among hundreds of Bay Area youth (ages 5 to 17) who entered the writing contest sponsored by BPF, to nominate their dad for the coveted Top Dads Award.

The writing contest was designed to stimulate children's thinking about their dad or father figure and the important role he plays in their life. The winning essays were filled with anecdotes and inspiring truths about fatherhood.



Awards were presented to the kids and their outstanding dads, while celebrating the increased community awareness of the importance of fathering. Exceptional men from the Silicon Valley community were recognized as Top Community Dads for their strong commitment to their own families, to families in the community, and, more important, to kids who may not have father figures in their lives.

Vasuki Manicka, Oracle senior product

manager, was the key driving force in igniting Oracle's community spirit in the hearts and minds of all 200 attendees through her commitment to the committee of Top Dad's.

"Oracle is committed to fostering the next generation of technologists and we're very proud to support the work being done by this organization," says Oracle's Internal Java Evangelist Michelle Kovac.

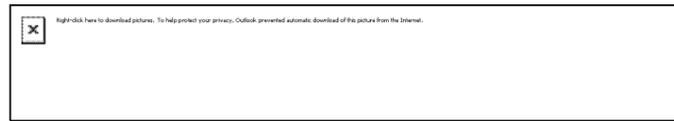
BPF is a Silicon Valley 501(c) (3) nonprofit organization with nearly a decade of service to our community. To learn more about them, please visit www.buildingpeacefulfamilies.org.

[back to the top](#)

August Out & Equal Networking Events

The Clorox Company's new campus in Pleasanton, California, was the venue for an [Out & Equal Workplace Advocates](#) regional affiliate on August 8. The event was hosted by the Clorox Company, Chevron, Robert Half International, and Safeway, and featured remarks from Out & Equal Founder and CEO Selisse Berry.

"It was a fantastic opportunity to network with more than 100 like-minded employees from various companies,"



says Oracle attendee Sujesh Sundaram. "It was wonderful listening to Selisse Berry, underscoring her organization's dedication to equality, dignity, and respect in the workplace. Her commitment to making workplace equitable to all is truly commendable. The best part of the evening was meeting professionals from different industries who shared her vision."

Out & Equal also organized Hot August Nights, a networking event at the Press Club in San Francisco on August 20. Local Lambda members also were invited to this event.

Selisse Berry is a leader in the global LGBT movement and sought-after speaker. She most recently edited and published "Out & Equal at Work: from Closet to Corner Office," an anthology of coming-out stories from LGBT and Ally executives.

[back to the top](#)

Affinity Group Spotlight

African-American Business Leaders for Excellence (ABLE) Hosts Rare Conversation with Oracle Executive Juan Jones



As many people progress in their career, they likely have stated the age-old adage, “If I knew then what I know now...” On August 6, African-American Business Leaders for Excellence (ABLE) was given a rare opportunity to pose this question to Juan Jones, senior vice president of Customer Service and Support Sales, Oracle. During this conversation, Juan spoke about the importance of visibility: “Whenever there is the ability to join a project that’s got some risk and is going to be visible, jump on it; don’t be afraid to volunteer,” he said. “If there is a tough or challenging problem that your management comes to you with, don’t be afraid to be the person that steps out and leads it, because a lot of times having your management’s visibility of what you are doing and what you are working so hard at can help your career.”

Juan continued, “As an African-American, you’re going to stand out...it’s important to capitalize on that and take the chances and opportunities you are offered. Take advantage of that visibility in terms of what you’re delivering, what your performance is, and what your results are.”

Juan’s overall message was simple: “At the end of the day, delivering to this business, improving Oracle as it relates to growing revenue, building operational excellence, reducing expenses, expanding margins, whatever the case may be, that is what we’re looking for here. I wish my business knowledge was as developed earlier in my career as it is now...”

This conversation is valuable for all Oracle employees. [Listen to the entire session.](#)

[back to the top](#)

Get Connected with Oracle’s Affinity Groups

Affinity groups are internal employee networks composed of employees who meet and network through email to explore common work and social interests. To find out more information or to join an affinity group within Oracle, visit the [Affinity Group web page](#).

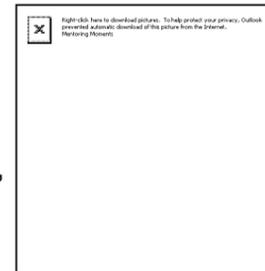
[back to the top](#)

Mentoring Moments

10 Tips for Mentoring Millennials

By David Porush, NACE, *September 26, 2012*

Millennials are the new entrants in our workplace with birth dates from the early 1980s to the early 2000s. Like generations before them, they bring unique expectations for the workplace and their relationships. In “[10 Tips for Mentoring Millennials](#),” author David Porush, CEO of MentorNet, writes, “Millennials tend to prefer high-touch relationships, have high exploratory drives, and are accustomed to being assessed as individuals.”



While each individual is unique, these differences are important to consider in how you mentor this generation. For example, mentors should

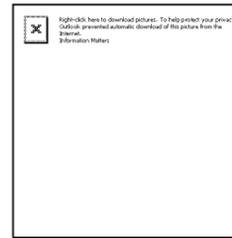
1. Employ reverse mentoring
2. Push back, set boundaries, and check reality
3. Set tasks and expectations frequently and explicitly
4. Provide constant feedback, not just affirmation

5. Collaborate and personalize contact
6. Focus interests on work
7. Discuss online reputation and networking
8. Share insight into generational differences
9. Embrace the triple bottom line
10. Network the learning

To learn more about mentoring, visit the Mentoring Moments section in the [Diversity and Inclusion Wiki](#).

[back to the top](#)

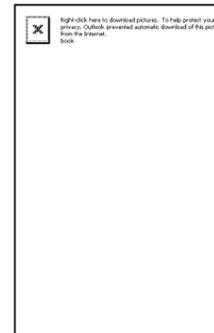
Information Matters



“Latino Talent: Effective Strategies to Recruit, Retain, and Develop Hispanic Professionals”
By Robert Rodriguez, Ph.D.

In the United States, the Latino community has a significant influence on society, as well as the workforce. Companies must gain a better understanding of Latinos and their culture, because this demographic group is

an important customer segment, as well as a source of talent. In “*Latino Talent*,” Rodriguez explores the workplace from a Latino viewpoint. His research and analysis provides companies with the foundation for building bridges of understanding with Latino employees. By focusing on the experience of Latinos in the workplace, employers can enhance their employment brands and develop environments where employees feel appreciated and accepted.



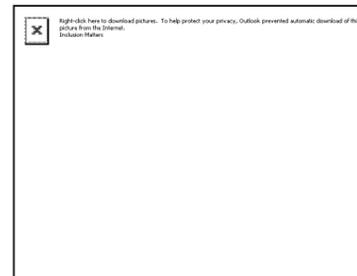
[Read more about the book.](#)

[back to the top](#)

Inclusion Matters

What's Up on the [Oracle Diversity and Inclusion Wiki](#)

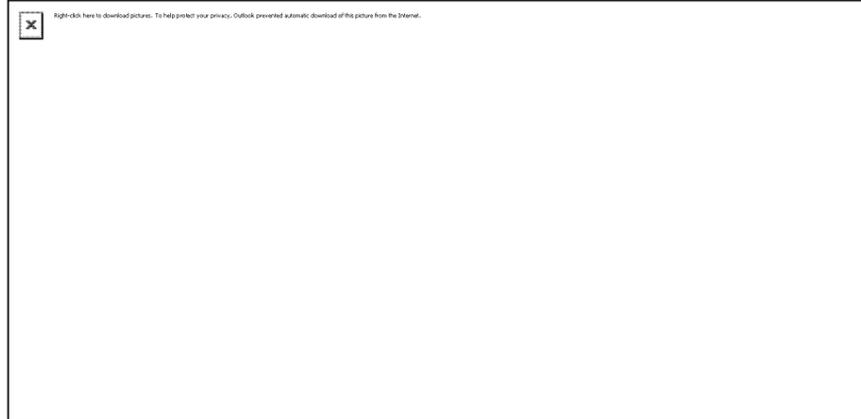
- Mentoring Moments
- Community Action
- Information Matters – Diversity and Inclusion Library Resources
- *Unleashing the Power of Generational Diversity* – Leadership Development Video
- *Dimensions of Diversity* Newsletters
- Manager FAQs
- A Culture of Mentoring Replay



[back to the top](#)

OWL Hosts OWL Leadership Summit at Oracle OpenWorld Shanghai

On July 24, more than 50 Oracle customers, partners, and employees gathered at the OWL Leadership Summit, which was part of the Executive Edge program at Oracle OpenWorld Shanghai. Alison Sibree, vice president, Human Resources, Oracle Asia Pacific and Japan (JAPAC), welcomed attendees, emphasizing the importance of gender diversity to JAPAC business results. Peggy Rolly, managing director, OWL, then introduced the program and provided background on OWL.



Keynote speaker, Margie Warrell, *Forbes* columnist, master coach, and best-selling author of "Stop Playing Safe," captured the audience's attention by highlighting five key points to remember for leading boldly and living bravely in your work and personal life.

1. **Rethink risk**—We fail far more from timidity than failure.
2. **Challenge your "stories"** (Your internal beliefs and perceptions that impact your actions)—Your stories either expand or limit what is possible.
3. **Be courageous in conversation**—You build influence, earn trust, and add value one conversation at a time.
4. **Build resilience**—It's how you interpret your failures and bounce back from setbacks that determine your ultimate success.
5. **Reach out**—When your environment supports your success, it makes success easier to achieve.

Shirley Yu, news anchor, China Central Television News, moderated an executive panel, which included: Cindy Reese, senior vice president for Worldwide Systems Operations, Oracle; Wendy Stops, senior managing director of Technology, Accenture Asia Pacific; and Margie Warrell. Panelists shared examples of how they moved through setbacks to success throughout their careers.

The event concluded with a riveting keynote from Yen Yen Tan, senior vice president, Application Sales, Asia Pacific, Oracle, sharing leadership insights and values that are important to her success. Following the program, OWL hosted a Get Connected reception, providing the opportunity for continued networking.

"I really enjoyed the program," says one attendee. "There was a takeaway for everyone in the room, regardless of your experience level."

For more information about OWL, email owlcomms_ww@oracle.com and visit the [OWL website](#).

The OWL program is a corporatwide program with more than 50 communities worldwide. These communities sponsor local events with the goal to create professional development opportunities for current and future women leaders at Oracle. All Oracle employees are welcome to participate. Oracle supports workforce diversity.

Please email questions to: OWLCOMMUNITY_WW@oracle.com



[back to the top](#)

For More Information Contact Oracle Diversity

If you would like to contribute an article or have suggestions, please email diversity_us@oracle.com.

Copyright © 2013, Oracle Corporation
and/or its affiliates. All rights reserved.

[Contact Us](#) | [Legal Notices and Terms of Use](#) | [Privacy Statement](#)

Oracle Confidential – For Internal Use Only.

Oracle Corporation - Worldwide Headquarters
500 Oracle Parkway, Redwood Shores, CA 94065 U.S.A.

PROOF OF SERVICE BY ELECTRONIC MAIL

I am more than eighteen years old and not a party to this action. My business address is Orrick, Herrington & Sutcliffe LLP, The Orrick Building, 405 Howard Street, San Francisco, California 94105-2669. My electronic service address is jkaddah@orrick.com.

On December 4, 2019, I served the interested parties in this action with the following document(s):

DEFENDANT ORACLE AMERICA, INC.'S RESPONSE TO OFCCP'S OBJECTIONS TO ORACLE'S EXHIBITS

by serving true copies of these documents via electronic mail in Adobe PDF format the documents listed above to the electronic addresses set forth below:

Laura Bremer (Bremer.Laura@dol.gov)
Ian Eliasoph (Eliasoph.Ian@dol.gov)
Norman E. Garcia (Garcia.Norman@DOL.GOV)
Charles C. Song (Song.Charles.C@dol.gov)
Jessica Flores (flores.jessica@dol.gov)
M. Ana Hermosillo (Hermosillo.Mary.A@dol.gov)
Andrew J. Schultz (schultz.andrew@dol.gov)

U.S. Department of Labor, Office of the Solicitor, Region IX – San Francisco
90 Seventh Street, Suite 3-700
San Francisco, CA 94103
Telephone: (415) 625-7769 / Fax: (415) 625-7772

I declare under penalty of perjury under the laws of the State of California that the above is true and correct.

Executed on December 4, 2019, at San Francisco, California.



Jacqueline D. Kaddah