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Going beyond the benchmark with Oracle D&I solutions

Drive Diversity &
Inclusion for Impact

Diversity and inclusion (D&I) is imperative for your business and your employees. Yet only 5% of organizations have a sophisticated D&I program that ensures impact [1]. Measuring against a single benchmark is not enough—your organization must make the systemic changes that embed D&I in everyday business practices and processes. Recent research finds, "the proportion of employees who do not feel included in their organizations is 10 times higher than leaders believe," illustrating the stark perception gap for organizations who don't fully commit.[2]

Depending on your geography, industry, or regulatory environment, your D&I programs may look very different—and certainly cannot be measured against a single template or approach. Whether you're focused on aligning your workforce to the customers you serve, ensuring fairness in hiring and compensation, or looking to add a new perspective to your team, every company is unique—across culture, strategy, and vision. Building flexibility and transparency into key areas from career development and skills to data and analytics can turn D&I objectives into everyday practices that promote belonging and diverse thought. Improving your company culture through these programs is impossible if you choose to simply track demographics, rely on a single benchmark, or other basic solution.

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[1] Diversity and Inclusion Benchmarking Study – Global Data Sheet, PWC, 2020

[2] HRDive, Diversity, culture not top strategic priority for most leaders, 2020

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Go beyond
the benchmark

With Oracle Fusion Cloud Human Capital Management, you gain the flexibility to embed D&I into your business so that you can reap the benefits of diverse talent and their experiences to reach your desired business outcomes. **Oracle helps your organization go beyond the benchmark** by making it easy to implement D&I practices that become part of everyday processes. Analysts consistently recognize Oracle Cloud HCM as having the most complete HR vision, and we have the broadest set of modules to support a wide range of initiatives and priorities. In addition, Oracle Cloud applications, including ERP and CX, can tie in seamlessly with your D&I strategy to help you see the impact on performance and revenue.

Improve clarity, growth,
and belonging

To help you get started, we have highlighted relevant products with our Oracle Diversity & Inclusion solutions that enable **clarity, growth, and belonging** in your organization. Flexibility is built in: You select the solutions that work best for your needs to create a more productive, engaged, and inclusive workforce.

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[1] Deloitte, Accelerating the break from traditional HR in the post-COVID new reality, April 2020

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Having a diverse workforce is good business.

"Companies with the greatest diversity in their ranks and at the executive level outperformed companies with little diversity by 36%." [3]

The Nasdaq is proposing that companies on the exchange must have at least 2 diverse board members or be delisted. [4]

[3] McKinsey, Diversity wins, how inclusion matters, 2020

[4] nasdaq.com

Start with clarity

Every successful D&I program begins with a clear understanding of where you are today: what's working, where the gaps are, and what's not working. Gaining a single, reliable source for your workforce data can put a spotlight on the health of a business, helping your HR team make more informed decisions that result in better outcomes. No other analytics platform allows you this much flexibility and functionality in a secure and extensible way.

Oracle Fusion HCM Analytics provides in-depth insights so you can:

- Analyze the makeup of your workforce through corporate, regional, and team views to determine where diversity and inclusion efforts are needed most.

- Use pre-built data models and KPIs to gain the views you need immediately such as gender ratio, distinct worker ethnicities, promotion rate and more.

- Create KPI benchmarks to guide follow up and quickly address trouble spots.

- Effectively track performance in your organization through the lens of diversity with pre-configured dashboards to track hires and leavers, team effectiveness, compa-ratio, and retention.

- Incorporate performance and revenue information from across departments within your organization (Service, Sales, Finance, Workforce).
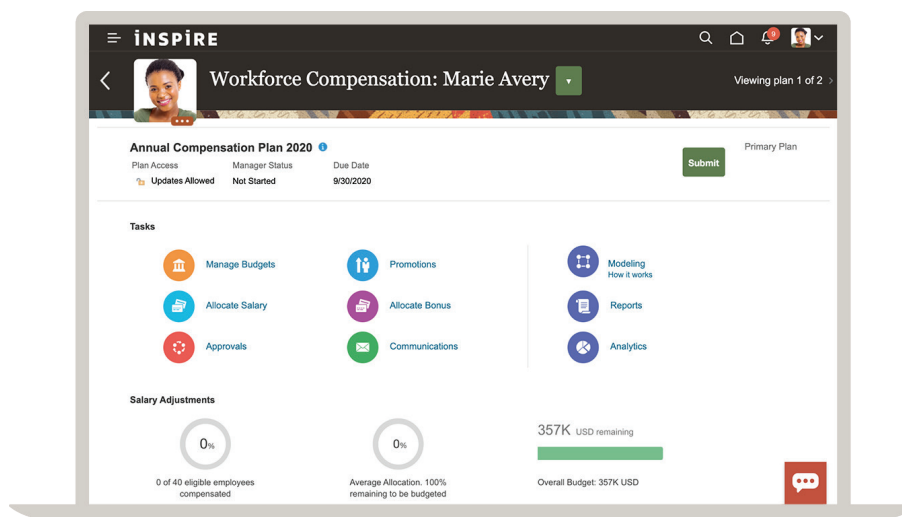
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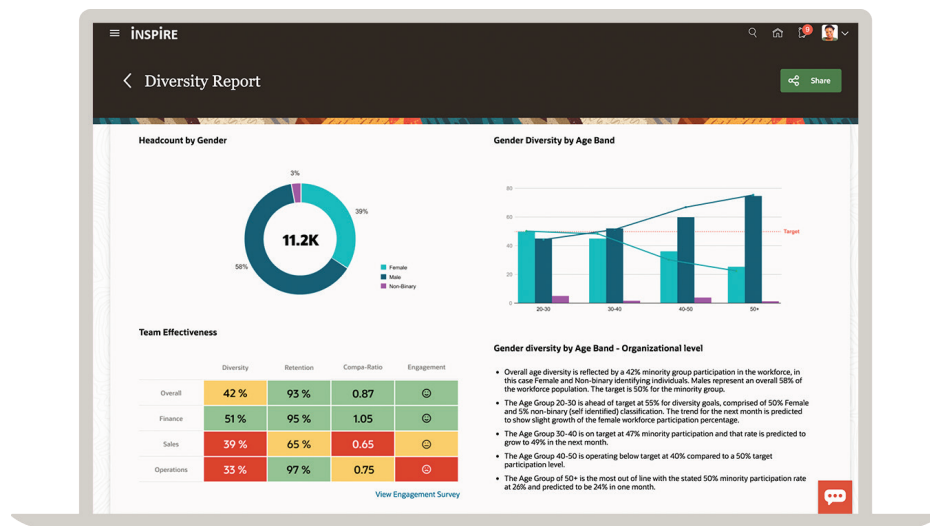
Encourage employee growth

When companies intentionally build D&I into their processes and business practices, a culture of inclusion and equity is set in motion. By enabling and supporting the personal and professional growth of all employees—from hire to retire—a diversity of thought and backgrounds creates a community where everyone belongs. Equitable experiences happen when your organization takes the time and conscious effort to embed HR practices that matter like mentoring, workforce compensation, talent reviews, and recruiting into your organization. Leading HR teams also seek to empower the company's people managers with the knowledge, tools, and motivation to be inclusive every single day. As a result, employees from all backgrounds contrib ute diverse ideas to the business—spurring innovation for growth.

**Oracle offers innovative ways to support employee growth in a diverse workforce:**

Oracle Workforce Compensation

- Use metrics like compa-ratios for performance combined with age, gender, and ethnicity to keep workforce compensation reviews fair and equitable.

- Improve how workforce compensation has been applied by reviewing history and trends through the lens of diversity and inclusion.

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Oracle Recruiting

- Source diverse candidate pools using built-in tools for CRM recruiting campaigns and personalized job sites.

- Leverage AI-driven candidate recommendations that are designed to focus on qualifications and skills.

- Create blind applications until someone gets to an interview stage.

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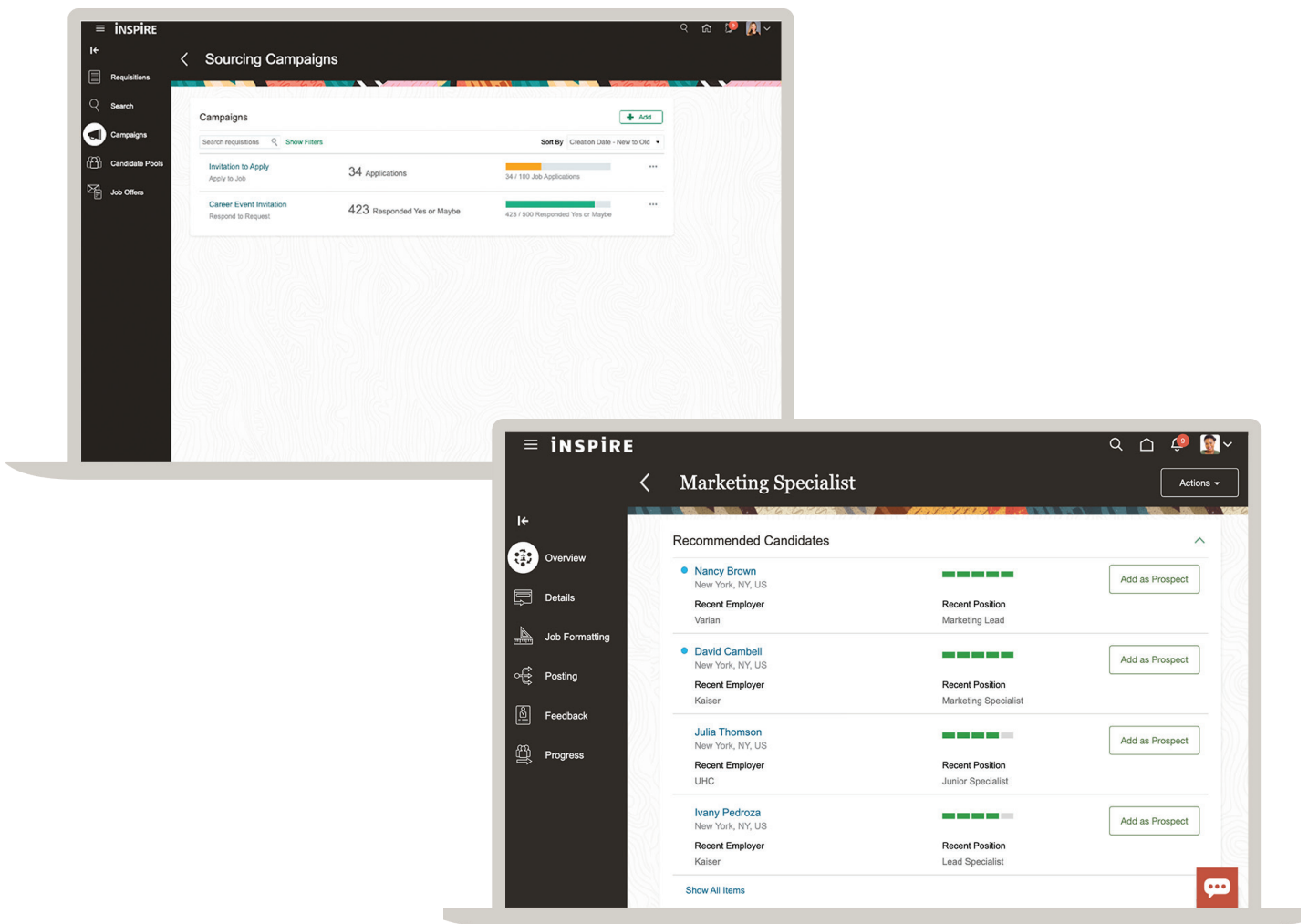
Create a culture of belonging in the workplace

Finally, a culture of belonging only happens if you have the right tools to bring employees together and help move D&I into execution. By introducing new ways to create community and learning, you enable employees to bring their authentic selves to work and expand their potential. Oracle Cloud HCM helps you leverage an inter active directory that makes it easy to introduce yourself, share feedback with others, and build a community at work. It also makes mentoring easy—suggesting potential mentors, making it simpler to seek them out, and sparking new relationships that drive career development. A strong talent solution also encourages continuous learning through personalized recommendations that make it easy for employees to gain new skills and move forward with the company.

## Oracle helps you build belonging by empowering you with:

Oracle Journeys

- Bring all the steps on a career development path together into a single, simplified experience for employees presented after a milestone, like their one-year anniversary.

- Create a journey that includes courses, setting career goals, or connecting with a mentor.

- Use a work anniversary or performance review to jump-start a career development journey.

- Make the next steps in career growth transparent and easy to initiate—from any device and through interactions with Oracle Digital Assistant.
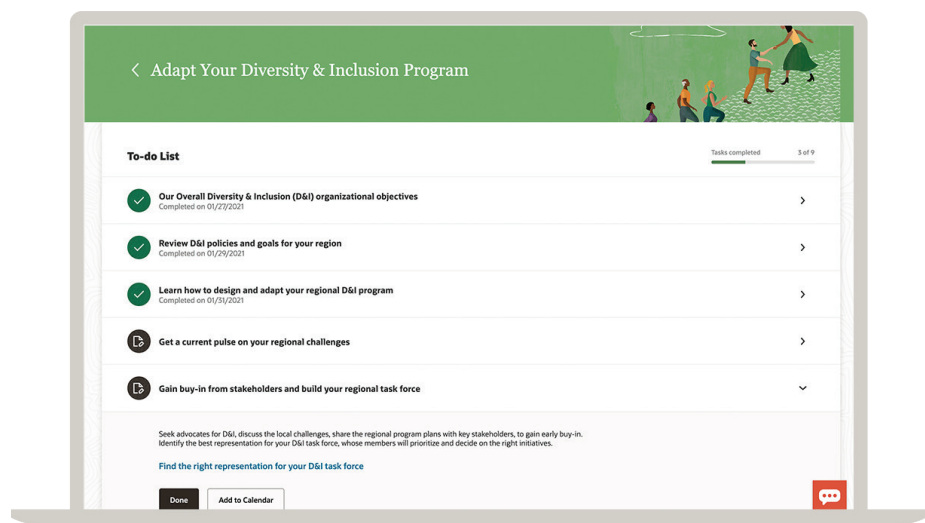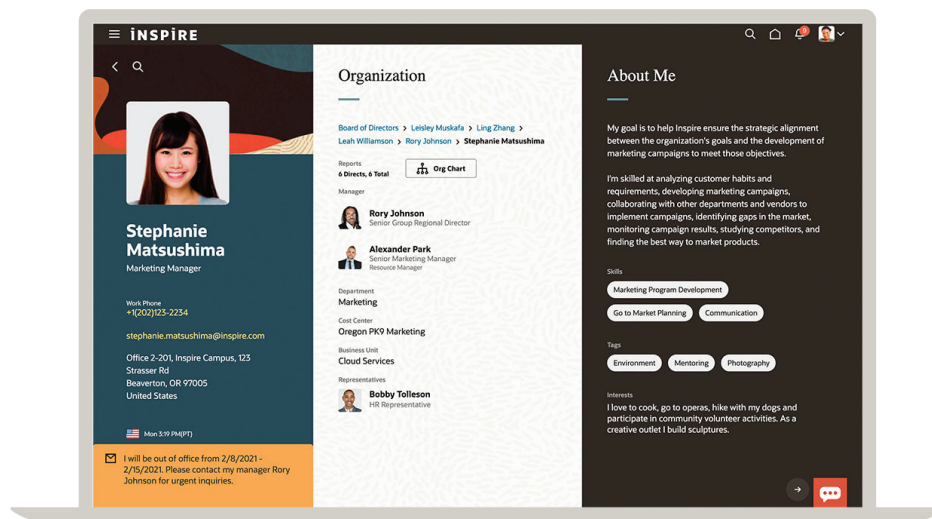
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Oracle Opportunity Marketplace

- Provide employees with new opportunities to grow and learn through short-term gigs and internal job postings.

- Socialize opportunities across the organization versus only leveraging informal networks for talent.

- Create transparency by sharing opportunities in a single location for every employee to see.
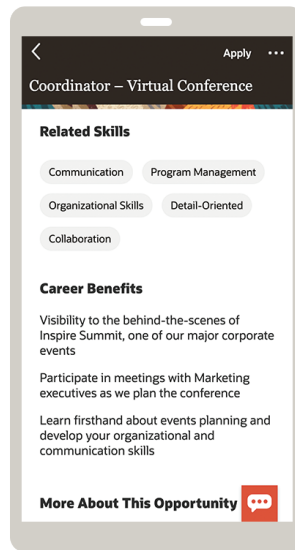
Oracle Connections

- Build a culture that fosters connection with interactive profiles, letting employees share interests, skills, pronouns, communities, and bring their full selves to work.

- Create introductory videos and easily navigate your organization.
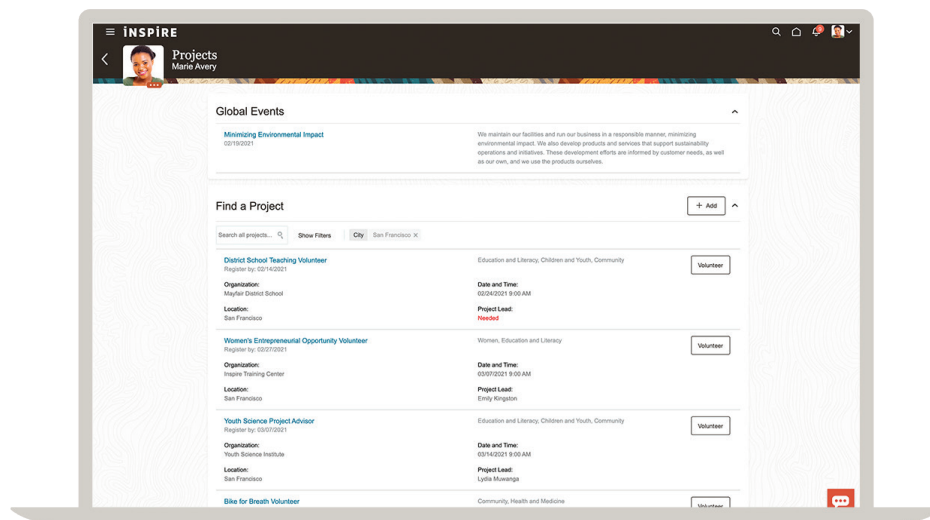
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Oracle Learning

- Provide personalized learning recommendations to build the skills needed to get to the next level.

- Build learning paths that connect both managers and employees to training focused on: ·

    -Managing and including diverse populations

    -Uncovering unconscious bias and embracing difference
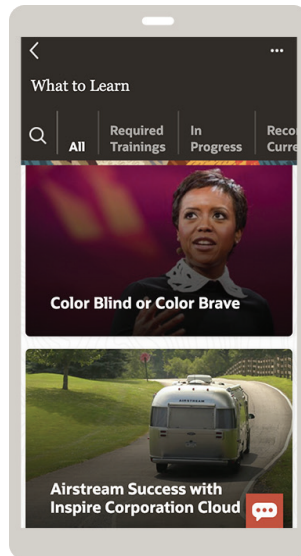
Oracle Work Life

- Provide employees the opportunity to build their personal brand by showcasing skills and searching for a mentor.

- Encourage mentees to find the mentor who can help them build skills and their network.

- Support team building and connection through community service.

- Make it easy to suggest volunteering projects and invite others.

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We believe in helping HR unlock human possibilities by building cloud applications that let your workforce feel safe and supported, understand their purpose, adapt to change, and trust the team around them. With Oracle Cloud HCM, you gain an employee experience platform that drives your D&I initiatives with the insights and tools to understand, support, and lead your organization forward to a more inclusive culture. At Oracle, we are also committed to creating an inclusive environment that leverages the diverse backgrounds and perspectives of all of our employees, customers and partners to drive a sustainable global competitive advantage. We are honored to partner with our customers along their D&I journeys and look forward to helping you with your D&I technology needs.

To learn more about **Oracle Cloud HCM, visit** www.oracle.com/hcm

Connect with us

Call **+1.800.ORACLE1** or visit **oracle.com**. Outside North America, find your local office at: **oracle.com/contact**.

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