

**Congress of the United States**  
**Washington, DC 20515**

November 12, 2019

Mr. Larry Ellison  
Executive Chairman and Chief Technology Officer  
Oracle Corporation  
500 Oracle Parkway  
Redwood Shores, CA 94065

Dear Mr. Ellison,

In January of this year, a diverse coalition of members representing the Congressional Black Caucus and House Tech Accountability Caucus wrote to you voicing concern with a Department of Labor claim that Oracle systemically discriminated against women and individuals of color.

In February, you responded to our letter refuting the Department's claims and asserting Oracle's commitment to a diverse, nondiscriminatory work culture. While we take you at your word that your company would not "intentionally discriminate against women and people of color," we remain concerned with the lack of racial diversity on Oracle's board of directors. Specifically, of the 14 current Oracle board members, not one is African American.

In our January letter, we asked directly (*See: Question 5*): "Are there any African Americans on Oracle's Board of Directors? If not, does Oracle have plans to address this diversity gap in 2019?"

You completely ignored this question in your response.

The fact that African Americans make up 13% of the U.S. population but 0% of Oracle's board and leadership team is inexcusable. As a company that has expressed a commitment to diversity and rejected claims of intentional discrimination, you should recognize the optics of Oracle working doggedly to sell software and technology systems to businesses in our states and congressional districts, historically black colleges and universities and minority serving institutions, and communities of color – but not work to remedy the absence of an African American or woman of color on your board.

The best way to genuinely gauge a business organization's commitment to equity, diversity and inclusion, is to track the number of diverse employees they hire, and the diverse and inclusive composition of its board.

We respectfully resubmit **Question 5** from the Tech Accountability Caucus January letter, and are happy to take you up on your offer to brief Members of Congress on this matter. If

a briefing is not possible, we respectfully ask that you acknowledge this letter and its contents in written response within 14 days, or via a phone call.

Thank you in advance for the urgency and transparency with which you will address our concerns. Should you have any questions in the interim, please contact Brandon Webb at (202) 225-0773.

Sincerely,

  
Member of Congress

  
Member of Congress

  
Member of Congress

  
Member of Congress

  
Member of Congress

  
Member of Congress