



sage

Advocacy &
Services for
LGBTQ+ Elders

We refuse to be invisible®

SAGE'S MISSION

SAGE leads in addressing issues related to lesbian, gay, bisexual, transgender, queer and questioning and other self-identifying members of the community (LGBTQ+) aging. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBTQ+ older people, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBTQ+ life in later years.

CORE VALUES

- LGBTQ+ older voices come first
- Diversity and equity
- Collaborative teamwork and partnership
- Respect and Compassion
- Innovation
- Top performance in a diverse marketplace



CORE VALUES

LGBTQ+ OLDER VOICES COME FIRST

SAGE is grounded in the spirit of "nothing about us without us." We listen respectfully to the full breadth of voices of LGBTQ+ older people.

DIVERSITY AND EQUITY

SAGE operates at the intersection of LGBTQ+ and aging experiences. Our work ensures that all LGBTQ+ older people have just and fair access to the opportunities they deserve and are free from ageism.

COLLABORATIVE TEAMWORK AND PARTNERSHIP

SAGE is a learning organization rooted in community. We value collaborative teamwork internally and partnership externally. We place a premium on robust communication, and on listening to and learning from each other.

RESPECT AND COMPASSION

SAGE values and fosters dignity, caring, and service for LGBTQ+ elders.

INNOVATION

SAGE is committed to transformative change for LGBTQ+ older people. As such, we value courageous creativity, openness, thoughtful risk-taking and flexibility.

TOP PERFORMANCE IN A DIVERSE MARKETPLACE

SAGE seeks to positively impact all LGBTQ+ older people. Our work is data-driven, disciplined, and responsive to change. We work hard, continually improve, and are accountable for excellent outcomes.

DIVERSITY & EQUITY STATEMENT

SAGE is strengthened by the diversity of the communities it serves. As the nation's population of older people continues to grow and becomes more diverse, the conversation on LGBTQ+ aging becomes more relevant.

SAGE is committed to, and guided by, these principles of diversity and equity:

- To continually expand our relevance to SAGE's stakeholders;
- To utilize the insights and contributions of all individuals throughout the organization; diversity creates a larger pool of shared understanding, allowing staff to make better decisions and increase its ability to recognize biases and eliminate their influence.

SAGE applies these principles in providing services; in creating its Board; and in hiring, training and advancing its staff and volunteers, through the following actions:

- Establish benchmarks for diversity and equity and monitor measurable outcomes;
- Share these principles of diversity and equity with the public so that the organization remains accountable to them and in so doing demonstrates its commitment as a role model for the LGBTQ+ and aging communities and beyond.