

sage

# Matters

THE SAGE MAGAZINE

# FIERCE 40 YEARS



**sage** | Advocacy & Services for LGBT Elders  
**We refuse to be invisible**

**SAGEMatters** is the magazine of SAGE, the country's largest and oldest nonprofit agency dedicated to serving LGBT older people. Our mission is to take the lead in addressing issues related to lesbian, gay, bisexual and transgender (LGBT) aging. In partnership with its constituents and allies, SAGE works to achieve a high quality of life for LGBT older people, supports and advocates for their rights, fosters a greater understanding of aging in all communities, and promotes positive images of LGBT life in later years.

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— MISS BARBIE Q

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# SAGE's Past, Present, and Future

I could not be more excited to share this 40th anniversary issue of *SAGEMatters*!

When SAGE was founded in 1978, neither the dramatic progress we have made on LGBT equality nor the particularly challenging moment we now face as a nation could have been imagined. Jimmy Carter was president, the modern LGBT rights movement was in its infancy, and the country was recovering from the Watergate scandal and the Vietnam War with a new emphasis on ethics and transparency in government.

Today, much work must be done to achieve full equality and acceptance for all LGBT people. Nonetheless, we have achieved many historic milestones as a community, with SAGE's numerous important advances prominent among those milestones. Yet our country has plunged into one of the darkest eras in decades as a result of the leadership in Washington, D.C.

All of this makes SAGE's 40th anniversary slogan—**40 Fierce Years**—particularly poignant. It took fierce advocacy by our pioneers—our elders—to secure so many victories for LGBT equality. Today, we need the wisdom and fierce perseverance of our elders both to protect those gains from current attacks and to keep bending the moral arc of the universe toward justice even in the face of renewed ignorance, bigotry, and bankrupt leadership.

We hope this issue of *SAGEMatters* is just the antidote for the current moment, offering wisdom from our history, determination from our present, and an inspirational vision for our future.

Wisdom from SAGE's history jumps off the pages, including the lively conversation between SAGE founders Chris Almvig and Doug Kimmel that I had the privilege to join. Similarly, SAGE's fierce determination in the current moment emerges from the insights and testimony of today's LGBT elder justice leaders and advocates throughout the issue.

In this issue we double down on our vision of a bright future for LGBT elders by announcing a



40th anniversary legacy campaign. You'll read about how the future of SAGE's work—and the future of our LGBT elder pioneers—is being secured by the Edie Windsor Challenge Fund, and how you can get involved.

Anybody who is aware of Edie's legacy knows that she always thought big. So as we think about a future of boundless possibilities, it's only fitting that this issue includes a conversation with Andrea Ayala of ESMULES, an organization focused on older lesbians in El Salvador. SAGE is partnering with ESMULES and other groups in Latin America to forge a vision for LGBT elder rights that extends not only across the United States, but *all* of the Americas.

This is the inexorable movement with and on behalf of our LGBT elders that **40 Fierce Years** has forged. Please join SAGE in building that movement so that all of our elders can grow old with the opportunities, dignity, and support they have earned.

Sincerely,

Michael Adams  
SAGE CEO

# SAGE in the Beginning

What better way to celebrate **40 Fierce Years** than to hear from SAGE's fierce founders Doug Kimmel and Chris Almvig? Here are some highlights from an interview with SAGE CEO Michael Adams.



**CHRIS ALMVIC**

received NOW's Susan B. Anthony Award for founding SAGE. Her research "The Invisible Minority: Aging & Lesbianism" (1982), was among the first on the lives of older lesbians.



**DOUG KIMMEL**

is a SAGE founder and retired professor at City College, CUNY (1970-1998). A member of the Maine Psychological Association, he founded SAGE Maine.



**MICHAEL ADAMS**

is Chief Executive Officer of SAGE and has led the organization for 12 years.

**Q Michael Adams:** *For those who don't know about your history, what was your background before starting SAGE?*

**Doug Kimmel:** When I was in graduate school back in the 1960s, homosexuality was a medical condition that was considered a mental illness. I was studying Human Development and I was wondering whether I would be able to become a licensed psychologist. By 1973, the American Psychiatric Association was persuaded to remove homosexuality from its list of mental disorders and so I attended the first meeting of the Association of Gay Psychologists. At that time, aging was something that wasn't very popular in the gay community, but I was studying and teaching aging. I decided that it was natural to start doing research on gay men and aging.

**Chris Almvig:** I've had a lifelong interest in older people. I never wanted to babysit; I grandma-sat back in the 1950s. There weren't any assisted living or retirement communities—elders lived at home and so if they wanted to play cards or do something, they would call on me. I spent hours playing gin

rummy or canasta. In my adult life, I converted that passion into action. I dedicated my studies and my career to gerontological services administration.

**Q Michael:** *What were some of the biggest challenges and opportunities in founding SAGE?*

**Doug:** Well, let me take you back to 1977. In those days not many of us could be open about being gay, but because I had tenure, I could be. Chris called and invited me to have coffee and we started talking about this project of hers about providing services for older LGBT people. Then, we organized a meeting at the home of one of the people that she had been talking with who also provided some financial support to get us started. We came up with the name SAGE at the second meeting. We liked the sound of it but recognized that this name had been incorporated already by a publishing company. So, we had to come up with an acronym that fit. It was 22-year-old Lee Sullivan who, sitting cross-legged on the floor, came up with the idea 'Senior Action in a Gay Environment.' It lasted for decades. We began developing protocols for friendly visiting and for



Left: Socials and dances got the word out about SAGE in the early years. Below: Chris Almvig at the Gerontological Society of America's annual conference in Washington, D.C. in 1979.



reaching out to these lonely, isolated, older people. We developed trainings for friendly visitors and we got all this in place. But we didn't have any clients. Nobody came. So we invited the *New York Times* to write an article about us. A man named Ron Alexander did a fine article but the *Times* wouldn't publish it because, in those days, they wouldn't publish anything that was positive about gay men. And then Chris organized a social—a dance—and that's what got the word out. People came and danced and began talking about SAGE. Eventually we wound up having a spot on the *Phil Donahue Show*.

**Chris:** Dreams seem to start sometimes unconsciously and sometimes through the relationships you have with other people. One of my first relationships was with someone who would've wanted to have a sex change if she could have, but at the time they weren't very available. I started to see the struggles that she had—some of the same struggles we're having

My dream was to be part of creating housing for the elderly. Eventually that dream turned into coffee with Doug and blossomed into SAGE.

—CHRIS ALMVIK

today—about bathrooms. She couldn't go into the men's bathroom and she couldn't go into the women's bathroom and I witnessed that she could only leave home for short periods of time because she had to come back in order to use the bathroom. She had a dishonorable discharge from the army. There was a witch-hunt and somebody turned her in. She had problems with employment all through her life just because of the way she looked. So sometimes people have this big impact on you to start understanding the kind of discrimination that people experience. This combined with my early experience with LGBT elders—the amount of depression, alcoholism and isolation I saw—my dream was to be part of creating housing for the elderly.

Eventually that dream turned into coffee with Doug and blossomed into SAGE.

**Michael:** *So many themes are still present today, like outreach, choosing leadership, invisibility, discrimination, trans issues, substance abuse, isolation,*

# 40 FIERCE YEARS

**Certificate of Incorporation**  
of  
**SENIOR ACTION IN A GAY ENVIRONMENT, INC.**  
under section 402 of the Not-for-Profit Corporation Law  
**RTIFIED THAT:**  
orporation is Senior Action in a Gay Environm  
corporation; as defined in subparagraph (b)(5) of section  
poration Law.  
poses for which the corporation is formed are as follows:  
orporation is formed for the charitable purp  
general welfare of elderly people who live  
ticularly elderly homosexuals;

## 1978

First community meeting and Certificate of Incorporation

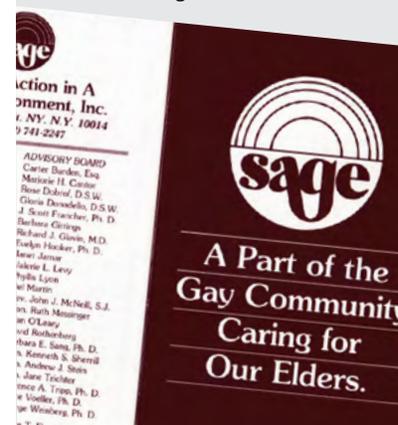


## 1979

Nation's first Friendly Visitor program matches volunteers from the community with LGBT older adults

## 1980

First Executive Director, Jim Flanagan





Early SAGE Board of Directors.

*desperation. Looking ahead, our new strategic plan has a big emphasis on increasing our impact on the lives of LGBT elders. As you think back, that notion of big impact—in what ways is that reflective of the spirit of SAGE?*

**Doug:** One of the issues that was always there was gender parity. I think one of the brilliant things we did was to recognize the importance of having male and female co-chairs of the board. We also had a vision that somehow we needed to move slowly and establish a firm foundation—to be an organization that no one could assail—because of the many stereotypes and prejudices about old gay and lesbian people. If you read some of the documents at that time we were described in some of the most pernicious ways, so we had to be above reproach in order to change those attitudes. That was our biggest challenge.

**Michael:** *One part of our strategic plan is what we call “taking care of our own”—a continued commitment to the most vulnerable elders in our communities. To what degree was that the orientation in the early days?*

**Doug:** Indeed I think we were focused on taking care of our own from the very beginning. There was a gay male couple

who were among the very first people we visited. It turned out that Bruhs Mero had been a former dancer and singer and his partner was a pianist and so they came and played for the socials. They wound up transforming their lives into a very famous gay couple—on the cover of some magazines, on TV and ultimately a book called *The Oldest Gay Couple in America* by Gean Harwood. The remarkable thing about the socials was that they were all intergenerational. My husband and I really enjoyed the brunches because we were young people at the time, and we would dine with these couples who had been together 30 or 40 years and we learned how to do it. We learned that it was possible. It was really so important to have those mentors. That was the thing that we got out of SAGE. More than what we gave in many ways—the mentorship.

**Chris:** In terms of learning the needs of our LGBT elders, I like to use the example of our very first client, Audrey. I was her case manager and I knew there were neighbors who were shopping for her so I wondered why we needed to continue our services if she had someone to shop for her? But then I saw that there was something else that she needed. She needed someone to talk to. You see, when her neighbors came over to help her shop, she turned the portrait of her lifelong partner who had passed away face down on the piano so that they couldn't see it. When we came to visit she was able to talk with us about her. This was of monumental importance to the heart of the work that we were learning how to do—to cater to the needs of our LGBT elders that we were only just recognizing.

**Michael:** *We are living in a time when more than 50% of people living with HIV are 50 and older. AIDS played a tremendous role in our history.*



Doug Kimmel marches with SAGE at Pride in 1998. Below: SAGE supporters Gean Harwood and Bruhs Mero as Grand Marshals of the NYC Pride March in 1985.



*What impact did AIDS have on the organization and are there any lessons we can derive from that?*

**Doug:** Our first president was Emery Hetrick—you'd recognize his name from the Hetrick-Martin Institute. His partner was Damien Martin and they both died of AIDS. We signed the incorporation documents in their apartment in 1978. One of SAGE's executive directors, Ken Dawson, died in 1992 at the age of 45 from AIDS. AIDS certainly had a major impact across the board.

**Chris:** Richard Gold was one of the first organizers. Richard was a colorful character and was very interested in SAGE's work. Suddenly, he stopped coming to Board meetings and we couldn't reach him. So I went over to his apartment and his mom answered the door and wouldn't let me come in. The next week we heard he died. This was at the same time that *Time Magazine* had the cover, "The Gay Plague." He was the first one and it was all very mysterious to us at the time. Going to his funeral—it just took our breath away, and there was this snowball effect. There was never a time that you weren't grieving. It was constant. It would go on and on and you'd be mourning three people at once. You never get over it. Through it all, we went on. I can't even talk any more about what happened during that time because it was too much. It was just too much.



Almvg, Kimmel and Adams at a conference in 2016.

**Doug:** If there's a silver lining in the AIDS epidemic, it was that a lot of people came out who would

not otherwise have come out and we know from research that knowing someone who is gay is the most effective way of reducing the prejudices against gay people.

**Michael:** *As we celebrate SAGE's 40 years, are there any other words you want to share?*

**Chris:** I'm aware that many cities that seek SAGE affiliation do so with support groups in mind, but it ends there. I would like to see SAGE help affiliates with the natural evolution of

support groups to direct services. We always said that "community means taking care of our most vulnerable." I see SAGE taking that to a larger level with their federal advocacy efforts, but I would love to see the affiliate networks expand even more.

**Doug:** I would say that the changes since the AIDS crisis have been amazing: marriage, LGBT-friendly housing for seniors, SAGE senior centers around New York City, and SAGE

affiliates across the country—to name only the most obvious ones! Now SAGE is moving into the forefront of aging advocacy organizations, bringing our 40 years of experience to the political discussions of this new era in the struggle for the rights and dignity of all persons. I'm very excited for the future. ●

SAGE is bringing our 40 years of experience to the political discussions of this new era in the struggle for the rights and dignity of all persons. I'm very excited for the future.

DOUG KIMMEL

40 FIERCE YEARS



1981

Move to 208 West 13th St.—today the Lesbian, Gay, Bisexual & Transgender Community Center



1982

Ken Dawson becomes Executive Director, shifting SAGE's focus to activism and self-help



1983

SAGE receives Gerontologist Award for Achievement in Advocacy or Service and is declared a national prototype of supportive services for LGBT elders



# NO ONE DESERVES TO BE

## INVISIBLE

by Theo Hutchinson

**O**n the day I was born 63 years ago, I became a ghost when these words were uttered: “Congratulations, it’s a girl!”

I am a person who is transgender. Although the signs were present throughout my life, the conversation and knowledge about trans folks were not a part of mainstream life in the U.S. back then. I was invisible to myself and to others.

But I’ve come to realize that no one deserves to be invisible. No one deserves to be forgotten. No one deserves to be erased.

It is in the nature of being human that we seek to make meaning in our lives. This meaning often derives from relationships that mirror back to us a sense of ourselves. When that mirroring is positive and loving, we know we are seen and we flourish. If that mirroring is absent or misguided, then, too often, so are we. Too many mirrors have distorted who trans people are and have fed the fires of hate and bigotry. The Trump administration tried to make the trans community invisible by actions taken immediately after the inauguration.

**“NO ONE DESERVES TO BE FORGOTTEN.  
NO ONE DESERVES TO BE ERASED.”**



**DR. THEODORE J. HUTCHINSON** teaches at Ohio University in Athens, Ohio, and was the winner of the 2017 SAGE/Airbnb Pride Contest. After his SAGE Pride experience, Theo became an outspoken advocate for SAGE and trans elder rights.

First, they worked against a previous guidance that transgender students in public schools be allowed to utilize the bathroom that matches their self-identified gender. Trump claimed it as a “states’ rights issue,” effectively removing it from the national conversation. Next, it tried to remove LGBT people from a key survey that funds older adult services. With no small effort from many advocacy groups, and SAGE leading the way, we were able to reinstate LGB people into the survey. But what about the T? The transgender community remained erased—and SAGE stepped up again. Because of this second comment period, led by SAGE, the 2017 survey included trans people. We still need to fight to be included in the 2018 survey. Finally, the Trump administration issued a directive to ban trans people from military service. That directive has recently been reaffirmed and is likely to result in a military depleted of its brave trans soldiers. Three for three. We are erased.

So why does this matter?

It was only four years ago when I realized who I was. I recall sitting in my therapist’s office and saying, “I have something to tell you.” I said these words in a tentative whisper: “I’m a boy.” Then a little louder: “I’m a boy...” and finally with a joyful grounded sense of myself, I declared aloud, “I’m a boy! I am trans!” And, for the first time, my life made sense to me. I naively thought I had “arrived” with this declaration, but it turned out to be only the beginning of my journey. It took another

two years working through therapy, introspection, struggle and education to inch forward. Finally, in January 2016, I made my public and professional announcement that I would be affirming my gender—physically, socially and legally. The positive strides made by the transgender community at that time—in the media and in the social and political discourse—were my mirror. It seems ironic that in only one year, I would begin to be erased again.

So where will trans elders be? Who will see us with our unique and pressing needs? With attacks on Medicare and Medicaid, will we be able to access our specific trans-related medications? Are the physicians and nurses and other health care professionals working with older folks knowledgeable and compassionate about the unique health care needs of trans elders? Can we access safe and clean LGB and T-friendly housing? And if housing in health care facilities is divided along the gender binary, where will trans elders find ourselves? These are the questions I ask myself—and I am relieved that there is an organization asking these questions too. SAGE is here for the long game, and I’m proud to be a part of it.

No, Trump administration...

You will not make me invisible again.

You will not make me forgotten again.

You will not erase me now—or ever.

I am here; we are here and will raise our voices until all of us, brothers, sisters, siblings, comrades in the LGB and T community are *all* counted and included. ●



## 1984

SAGE opens nation’s first senior LGBT drop-in center



## 1988

75 volunteer friendly visitors organized to meet the needs of homebound elders amidst the AIDS crisis

## 1989

SAGE establishes the nation’s first AIDS and the Elderly Program



# SAGE as Home.

As SAGE celebrates **40 Fierce Years**, we asked our community of elders from across the country to reflect on what SAGE means to them.



**Glen Rubin**

"Warm, friendly home environment where I am welcome anytime. **A second home.**"



**Paulette Thomas**

"SAGE allows you to not have isolation and depression, especially coming into your senior years. **To be around like-minded people** who understand your age, understand your identity—as a woman of color, as a lesbian—it's great."



**Marie Spivey**

"SAGE allows my SGL (same-gender loving) lesbian family to have **a safe place to be real**. We have a home!"



**Danielle Hayduk**

"SAGE Cleveland has allowed me to **face aging without fear.**"



**Joy Robertson**

"It's **my family.**"



**Gwen Offley**

"SAGE has been my **#1 place to go** since my 60's."



**Roger Hoffman**

"When I first started going to SAGE my partner had recently died and I was feeling alone. I was in a wheelchair and felt confined to my home. SAGE introduced me to **new friends and fellowship.**"



**Radhames Senior**

"It offers a **support system** and a good place to go to get out of the house."



**Kam Low**

“Where a single guy can get a balanced meal and **meaningful conversation with a diverse crowd.**”



**Michael Carbonaro**  
**VOLUNTEER**

“It means so much to me to volunteer for a **wonderful group of people I can call my friends** and my adopted grandparents.”



**Joyce Banks**

“SAGE has been a **safe haven** for me. We are at our third year in the Bronx and we are going strong.”



**Lujira Cooper**

“Without SAGE I would have floundered and been washed away. **Thank you SAGE** for being here.”



**John Chism**

“Gives me **an outlet to express myself** in a safe environment while learning from other people.”



**Michael Feuerstein**

“SAGE has been a great **life saver** to me—the support of so many people; so many great friends.”



**Rocky**

“It means having **a place to go.**”



**Terri Deboze**

“SAGE remembers that **lesbians are queer people, too!**”



**Elsbeth Macdonald**

“A chance to **be myself.**”



**Dorothy Durlach**

“SAGE means **survival!!!**”

# 40 FIERCE YEARS

## SAGE to establish local affiliates

Fourteen representatives from across the United States and Canada met in New York City, Sept. 17-20, for the first national conference on aging sponsored by Senior Action Resource Environment (SAGE). SAGE was founded in 1976 by the Gay and Lesbian Community Action Council, John Young, and the Twin Cities Task Force on Gay and Lesbian Aging, and Koffman, a University of Minnesota social service agency with a membership of 7000, staffed by 200 volunteers and seven paid staff, with a goal to help you get the most out of your life. We are not alone any longer. We are here to help you get the most out of your life. We are here to help you get the most out of your life. We are here to help you get the most out of your life.



## 1992 SAGE national network of affiliates launches



## 1993 Older Lesbians Project launches



## 1995 SAGE opens its headquarters at 305 Seventh Avenue, NYC



# LET'S TALK

## LGBT ACTIVISTS FROM MULTIPLE GENERATIONS SOUND OFF ON LGBT HISTORY, CULTURE, AND THE ROAD AHEAD

In honor of SAGE's 40th anniversary, we paired LGBT trailblazers and influencers of varied generations to reflect on our collective past and discuss our future. These eight pages reflect life experiences that span several decades and geographical divides. All illustrate burning passions for a better tomorrow. Watch for more from these conversations in the months to come on the SAGEUSA website.



**VEGA SUBRAMANIAM** has been involved in LGBT organizing since 1983 and is a SAGECare certified trainer.

**PAT LIN** is a recent graduate of NYU and was instrumental in organizing last year's SAGE Table event.

### WHO INSPIRED YOU?

**Vega:** I was thinking about when I was first coming out in college in 1983. At the time there was some really rich creative work being done by black and brown women of color—lesbians and bi women—partly through a publisher called Kitchen Table Press. Some who come to mind are Barbara Smith, Audre Lorde, Cherrie Moraga. Books like *This Bridge Called My Back*, *All the Women are White*, *All the Blacks are Men, But Some of Us are Brave*, *Homegirls*, and many anthologies. These writers and artists, along with a very vibrant music scene—Holly Near, Chris Williamson, Ferron—were inspirational. I got really immersed in creative expression. So folks doing creative expression spoke to me as a lesbian woman of color, in the mid 80's—I was enveloped by that world.

**Pat:** So much of what is LGBT in America is white and black, so it's interesting to

hear my experiences mirrored, even back to the 80's. As a young Asian-American I am really inspired and indebted to the work done by black and brown people to pave the way for other people of color, especially as I continue to confront anti-blackness in my own community. There's still a lack of nuanced representation of people of color, and for me a lot of work to be done educating and uplifting my own people and building together across cultures.

**Vega:** Mala and I founded an organization in Seattle called Trikone Northwest for the queer South Asian community. We had a 20th anniversary celebration and the room was full of people—some as young as 16 who were saying, “oh wow, I didn’t know you were here. I’m not out to my parents yet. I’m afraid to lose my family’s support.” And this is 2018! So there’s still so much more work we need to do.

**Pat:** Definitely agree. I don’t see much that is queer, Asian and intergenerational, so that’s fascinating and I’d love to know more! That’s why we need more conversations across queer generations. What is queer today is influenced hugely by the trans tipping point and trans voices. A lot more young people are identifying gender non-conforming than necessarily lesbian, gay or even bisexual. I wouldn’t identify with any of those identities. I just use queer—for the ambiguity and fluidity. And knowing queer elders is crucial to this understanding as well. The elders I met at SAGE really influenced me for the work I’d like to do.



PHOTOS: DIANA LUNDINF & FRED SPIGELMAN

**ROBERT PATRICK** is a writer and singer.

**MISS BARBIE Q** is an actor, producer, director, dancer, singer, drag queen, poet, writer, club legend, radio event host, and performance artist.

### WHAT ARE THE CHALLENGES THE LGBT COMMUNITY FACES AS WE AGE?

**Robert:** The first challenge is that everybody is living longer and there are going to be a lot more old people and a lot more old LGBT people. They’re not all going to get married so there are going to be a lot of older, single LGBT people who are alienated from their family. So some kind of new social structure is going to have to develop particularly aimed at the old and alone. I never thought I’d be 80, and I’ve been incredibly lucky health-wise—I’m active and still creating—but I don’t know any other gay people my age. I think they’re all in homes.

**Miss Barbie Q:** The LGBT community has to start changing the culture of what it means to be older. The LGBT culture needs to really take a look at how we value our elders. We’re one of the few communities that really has a hard time honoring our elders.



## 1998

SAGE hosts the first National Conference on Aging in the LGBT Community for service providers, activists and researchers from across the country



## 2000

SAGE runs full-page ad about its services in the *New York Times*

## 2001

SAGE and AARP collaborate for the first time

## 2003

SAGE’s first long-term care curriculum developed for health care providers and nursing homes receives an award for excellence from University of Pennsylvania

**WE KNEW  
THERE WOULD  
BE A BACKLASH  
AFTER  
MARRIAGE  
EQUALITY, BUT  
WHEN THEY  
LOST, THEY  
REALLY WENT  
AFTER OUR  
TRANSGENDER  
COMMUNITY.**

— JIM OBERGEFELL

Japanese, Mexicans, Indians, and so many other cultures hold their elders in high esteem. We discard our elders. We treat them as bitter old queens, jaded lesbians, angry. I think the biggest job for SAGE is to change that dialogue. SAGE is part of changing the culture by bridging the gap—not just between older LGBT and youth. I'm the in-between—between 25 and 60. There are many of us who don't want to get old because we're afraid of how we're going to be treated because we see how elders are treated. We are living in fear. That's why there's such a high percentage of my generation who are HIV+ because they are living like there is no tomorrow. I have many friends in their 40s being diagnosed because of condom fatigue, and they don't want to get old because they see no redeeming value in that, which is a shame.



**PAUL KUNTZLER** was one of the earliest members of the Mattachine Society in Washington, D.C.

**JIM OBERGEFELL** won the landmark Supreme Court case *Obergefell v. Hodges* that gave same-sex couples the right to marry in all 50 states. Jim is also a SAGE Board Member.

**WHO INSPIRED YOU?**

**Paul:** There were three people who deeply inspired me. First, my partner, Steven Brent Miller, who I was with for over 42 years when he died in July of 2004. Of course, the late Frank Kameny who I met on Sunday evening, February 25, 1962. And

President John F. Kennedy. He's the reason I live in Washington, D.C.

**Jim:** I was going to say my late husband John, so I love that we both started with our partners of multiple decades. When I feel tired, I just think about John and the fact that I fought for him and for our marriage, and that just keeps me going forward. And I was also going to say Frank Kameny because he was instrumental in so many things. He was one of those people willing to put his entire life on the line for what he believed in—for himself and for his community. And I also have to say—Edie Windsor. I think about her almost every day and I wouldn't be in the place that I am in the fight for equality if it weren't for Edie. I love and miss her dearly. Also, I'd like to point out the inspiration of our younger generation in general, and, in particular someone like Adam Rippon who is so unapologetically himself. Here he is, in the limelight. He inspires kids everywhere, and he inspires me because I see the difference created in our world because of people like Frank, Harvey Milk and Edie. So, it's really the kids today because they aren't afraid to wave their flag of individuality, and they don't apologize for it.

**WHAT ABOUT THE BACKLASH OF THE PAST YEAR? DID YOU SEE IT COMING?**

**Jim:** We knew there would be a backlash after marriage equality, but when they lost, they really went after our transgender community. Am I surprised at the backlash? Am I surprised at the vitriol we are experiencing? I am, unfortunately. But I try to be hopeful and think that hatred won't win. We just need to remember that and we have to keep on fighting for every other community that is at risk.

**Paul:** I believe that in terms of what's been happening around the country in local elections and congressional seats, it points to strong gains—especially encouraging for next November. Back in the 60's we couldn't conceive of the progress we'd

make. And I've been astonished—especially in the past 10 years—how much progress there's been. We can't forget that.



**JEWEL THAIS-WILLIAMS** is a lifetime LGBT activist and Founder of The Village Health Foundation, Inc.

**JOEY WASSERMAN** is Director of Major Gifts at SAGE.

### WHO INSPIRED YOU?

**Jewel:** The most inspirational person for me over the past 40 years without a doubt is Dr. Donald Kilhefner. He was one of the founders of the Gay and Lesbian Community Services Center here in Los Angeles, which was the first one of its kind in the world. I came to him as a client and we ended up becoming great friends. I always called him my brother and I tell him that he's much blacker than I am in his thinking. He is also one of the founders of The Radical Fairies that helped kicked off the gay and lesbian revolution back in 1969. We are probably two of the oldest LGBT activists in this area still out there doing the work.

**Joey:** I think it would have to be my parents. My parents started a gay and lesbian bar back in the 70's. Around the same time, Jewel, as you started The Jewel Room in 1973, which was the precursor to The Catch. Growing up in that affirming environment made me always appreciate the pioneers who

came before us. We've encountered so much. In the 50's with the Lavender Scare. In the 60's at the Stonewall riots and into the Gay Liberation Movement of the 70's. I think bars in the gay community created a safe space. They weren't necessarily frontline at the marches or rallies, but they were behind the scenes and they were the ones making sure that there was comfort, acceptance and love. And people like my parents were truly part of a pioneering movement that established a community among the LGBT family.

### WHY IS SAGE'S WORK CRITICAL MOVING FORWARD?

**Jewel:** There's an African proverb that says, "If the elders are lost, then the adults are lost. If the adults are lost, then the children are lost." The sense of community, of organizing the intergenerational events like the dinners that SAGE promoted last year, are critical. Individuals by themselves are isolated. Television shows and discussions on the internet are helpful but as in any movement we need numbers and we need dedicated people to make real sustained changes come about. So interacting with other elder organizations, that may or may not be LGBT, would be advisable too.

**Joey:** I think SAGE keeps the spotlight on what's important. Its mission is critical to an ever-growing population of the LGBT community. As we see the Baby Boomers age into retirement, we also see, for one of the first times in our history, our LGBT community retire. It's important that we don't lose sight of this trend. And it's important that we don't lose sight of the resources and the support needed to take care of our own. SAGE's work is important because it takes a more comprehensive approach to what that means. And as Jewel mentioned before, it also includes intergenerational engagement. I don't think segmenting

FIERCE  
40  
YEARS



### 2005

SAGE participates in 2005 White House Conference on Aging as the sole LGBT delegate

### 2006

Michael Adams becomes SAGE's eighth Executive Director



### 2008

SAGE launches award-winning marketing campaign—"SAGE Is"

Calamus Foundation awards \$1 million matching grant in honor of SAGE's 30th anniversary



The Calamus Foundation

I THINK WE CAN ALL TAKE SOME SATISFACTION IN KNOWING THE WORLD WE LIVE IN MAY NOT BE PERFECT, BUT IT'S GETTING A LITTLE BETTER AS THE YEARS GO ON.

— PHILLIP PICARDI

our community based on age or different minority groups is going to be beneficial as we grow. We weren't founded upon those principles. We were founded on the principles of cohesion and camaraderie and as we grow older SAGE's focus will continue to take a more comprehensive and collective approach to aging.



**TOM LEONARDIS** is the President of Whoop, Inc. and Executive Producer at One Hoe Productions. Tom also served as chair of the 2017 SAGE Table/NYC Steering Committee.

**PHILLIP PICARDI** is the Digital Editorial Director of *teenVOGUE* and *Allure*.

### WHAT ARE THE CHALLENGES THE LGBT COMMUNITY FACES AS WE AGE?

**Tom:** For me SAGE is like a big mama, with these gigantic arms extended to hold us all. We're all on the conveyor belt of age and I think when we're young, we don't get that. As I age up in the gay community, I always feel like I'm in the world where ageism is rampant. In the entertainment world there is ageism, and in the LGBTQ community there is ageism, and I think when you have a SAGE, it bridges the gap to have us all unite. That's why I'm such a fan of SAGE because these are the conversations that need to be had. Sometimes I think that I'm looking at someone younger and having negative thoughts, and I think "Come on Tom, why is that? Are you jealous? Is it because you're losing that?" That's why these conversations need to happen.

**Phillip:** That's a great point. There's a lot of talk about taking care of LGBT homeless youth as central to the mission for the media brands that I work with, but then I think about what happens when people are displaced from their families or loved ones and they have nowhere to turn and nowhere to go... And then the older folks—our elders—who's taking care of them? Who is offering them help, resources, connections, and interaction? As a community, we are only as good as our most vulnerable, and I think we often leave our elders out of that conversation. Age is an important intersection when we talk about diversity and representation. It's so important to keep SAGE in mind because those interests are the most important. And the stories and the lessons we can learn from our elders are among our most valuable. So taking care of them is just as vital as securing the next generation. Our missions have to be two-fold in that respect.

**Tom:** You're lucky because you get to see a generation in front of you, right? Most of the people in front of me have died because of AIDS. When I look at the generation that has gone, there are not a lot of people left to look up to. I think there is a sadness to the people my age. I look at you guys, and I think that you're lucky because you can see how the people in front of you are aging, whereas we didn't get that. We lost a whole generation—gone!

**Phillip:** Right! Therefore, you guys had to pave your own road and be your own example. You were able to lay a template for a generation of kids who needed you to do that. Because if it wasn't for you, there would be hundreds of thousands of kids who would have to do that work themselves. Every queer generation that comes out, we're paving a road to make it easier for them to exist. I think we can all take some satisfaction in knowing the world we live in may not be perfect, but it's getting a little better as the years go on. There is going to be immense power in being queer for kids moving forward.



**JERRE KELBAS** is a long-time supporter of SAGE and is currently a recipient of SAGE services. Jerre just turned 100.

**TERESA THEOPHANO** is Assistant Director of Care Management Services at SAGE and is Jerre's Care Manager.

### WHO INSPIRED YOU?

**Teresa:** This might sound cheesy, but it was about 20 years ago when I first learned about SAGE. I didn't know I would end up working for SAGE, but how exciting it was to see the SAGE bus at the first Pride March I ever attended in NYC. It was such a huge deal for me. I'm inspired by a lot of the LGBT grassroots organizations of the past, and to be part of one now is incredibly exciting.

**Jerre:** There were a lot of people I looked up to because I was a very shy and scared person. I looked up to people and copied their behavior and I moved forward that way. Chris Almvig asked me to come to her house so that I could be part of SAGE. I was about 60 at the time. I put up fliers on telephone poles to try to recruit people—which we did.

### WHAT ARE THE CHALLENGES THE LGBT COMMUNITY FACES AS WE AGE?

**Jerre:** There are still people who will deny the LGBT community. And so we still have to fight back. I think we're doing very well though. I have outlived all of my friends and, of course, that is

hard for me. I have younger friends but they have their own life. I don't push. When I see them, I see them. I had my 100th birthday party a few weeks ago. Many people came. Stacy, who was my first Friendly Visitor, came in from England. So it was really a great party. Nobody thinks I'm 100!

**Teresa:** I work a lot with caregivers, and their concerns are 'who's going to care for me when I age?' People have concerns around how they are going to avoid isolation and where they can have safe, affordable housing.



**JONATHAN BARRIO** is the Founder of the Gay Vista Social Club.

**REYNALDO MIRELES** is Program Manager for SAGE of the Rockies.

### WHAT KEEPS YOU GOING ON A DAY-TO-DAY BASIS?

**Reynaldo:** I have the opportunity to work with older adults on a daily basis. I get to meet them in person or over the phone, and it gives them the opportunity to share their story. They have an amazing history. As I'm listening to their voices, I am inspired by what they have done to protect our rights. That is what gives me the strength to not give up. I can't. I mean, they did so much for us to have the rights that we have now. I want to make sure that those rights are protected for them, and me and my community, and for the generations to come. What about you, Jonathan?



## 2009

SAGE Harlem opens in the historic Theresa Hotel, strengthening SAGE's responsiveness to communities of color



SAGE joins the Leadership Council of Aging Organizations as only LGBT member

## 2010

SAGE is founding member of national Diverse Elders Coalition and helps organize Coalition's first Capitol Hill briefing



The U.S. Department of Health and Human Services awards SAGE the country's first grant to establish a National Resource Center on LGBT Aging

**WE AS A PEOPLE NEED TO BE RECOGNIZED AND, NO MATTER WHAT ERA WE ARE IN, WE NEED TO KNOW THAT SOMEBODY HAS OUR BACK.**

— CONNIE KURTZ

**Jonathan:** It's interesting that you mention working with older LGBT people, because I started on the younger side of the spectrum. I was executive director of an organization that I founded three years ago called "Gay Vista Social Club" (GVSC). The whole mission behind the org was taking young gay men outside of the nightlife scene—away from drugs and alcohol—putting them in safe spaces and scenarios where they could build intentional and lasting friendships. Having that safe space, and hearing the stories from people—it has just turned into something magical in Miami. I hear from people who tell me that it's so refreshing to be in a space where they are not judged. It empowers people to really interact with one another in a way that we never would have if GVSC wasn't around. This makes me push daily to make sure that I am doing all I can to give all the resources that I benefit from, to all of the other young folks in our community—who are our emerging leaders.



**KIM L. HUNT** is the Executive Director of the Pride Action Tank of the AIDS Foundation of Chicago.

**SANDY WARSHAW** is an activist and an author, and a longtime friend of SAGE.

**WHO OR WHAT FROM THE PAST 40 YEARS OF OUR MOVEMENT INSPIRES YOUR WORK?**

**Kim:** So, 40 years ago I didn't know I was a lesbian. Like Sandy, I didn't come out until I was in my thirties, and had been married and had children. So looking back on what was going on 40 years ago, one

of the things that I do remember was the protests against Anita Bryant. I would have probably been about to graduate high school and not quite sure what all the uproar was about, but it was my first time seeing LGBTQ folks in the public space protesting for their rights. So that has always stuck with me.

**Sandy:** Probably earliest inspirations—once I came out in my 40's—were Del Martin and Phyllis Lyon. They had been out, activist lesbians for many years. They were the first older lesbian couple to be married in California when it became legal. They were activists. They were proudly out. They fought for everybody else to be out. They tackled the issues as they came at them, and I definitely admired them.

**WHY IS SAGE'S WORK CRITICAL MOVING FORWARD?**

**Sandy:** We have to enable more members of the community to speak up and speak for themselves. We still have to go back and fight and make healthcare available all over the country. SAGE has to continue its community response for older people—especially those who live alone.

**Kim:** I think that's right on and I would add two things. One is the extra vigilance that SAGE has to have these next few years, at least through this administration, because we're seeing the constant chipping away of everything we've fought for, including these national survey questions. People are being totally erased. So any kind of data gathering would be very helpful. The other is educating younger people about aging and older adults. I know SAGE has the intergenerational mentoring program, but the more spaces that SAGE creates for older and younger folks to learn from each other, the better. It is important, especially for young activists, to learn that activism doesn't stop when you get older. Older adults want to advocate for themselves and be mobilized, empowered and a part of the work that's going on.



**JENNIFER C. GREGG** is the Executive Director of ONE Archives Foundation.

**RUTH BERMAN & CONNIE KURTZ** are lifelong LGBT activists who fought for, and won, domestic partner benefits in New York City in the early 80's.

## WHO INSPIRED YOU?

**Jennifer:** I'm lucky because I have access to the amazing collection of ONE Archives. There are so many people and organizations that inspire me. The work of ACT UP, the National Center for Lesbian Rights, Lambda Legal, SAGE, the Gay and Lesbian Victory Fund and, of course, the work of the archives. I am also inspired by ordinary people brave enough to take on these huge issues of equality—like you, Ruth and Connie. For example, there's a woman here in southern California named Carolyn Weathers. She was part of the Gay Liberation Front. In the early 70's the American Psychiatric Association was holding a convention here in Los Angeles at The Biltmore Hotel. They had classified homosexuality as a mental illness and were scheduled to show a movie that advocated curing gays and lesbians with electroshock therapy. Carolyn organized a group of people to invade. It was called the Biltmore Invasion. They stormed the stage, they canceled the screening, and she continued to work very hard to have that classification removed. I'm so inspired by so many brave people who took the risk to fight for our justice.

**Ruth:** I had three children. I had the best of all possible worlds, and then I fell in love with my best friend. There was no turning back, but it was a little bit of a nightmare coming out. So who inspired me in this particular time of my life as a lesbian? It was my spouse, Connie. She said, "You are not respecting our relationship if you're going to remain in the closet." And she's always been my inspiration because she did not have the fear I had. She did not have the ugliness of thinking that I was an abomination. Also, justice was very important to me, so injustice stirs me up with anger and energy to make the change. I came out because Connie was right, being closeted did not respect our relationship. And I also came out in my field. When I found out that people had their spouses on their health plan, but that Connie couldn't be on my health plan, I was ready to fight. I was more than willing to work with Lambda Legal to sue the Board of Education and get that changed. At that time we were going for domestic partnership. And Connie says to these big shot lawyers—this was in the early 1980's—"how come we're not going for marriage?" I don't call her an ordinary person—my wife, my lover, my best friend, my beneficiary. She's brilliant, and she was right. She's my role model and continues to be.

## WHY IS SAGE'S WORK CRITICAL MOVING FORWARD?

**Connie:** We as a people need to be recognized and, no matter what era we are in, we need to know that somebody has our back in the truest sense of the phrase. SAGE has always been there for us.

**Jennifer:** I always say, "Nothing about us without us," and SAGE truly embraces that adage. It's an organization that provides its members a seat at the table. A voice. We must advocate for our elders and we must advocate for people at all stages of life in our community. ●

## 2010

SAGE opens its Washington, D.C. policy office



## 2011

SAGE adds first Board members from outside New York City—Washington, D.C., Chicago, Miami/Ft. Lauderdale and Los Angeles



## 2012

SAGE catalyzes national participation in the Obama Administration's first-ever White House LGBT Conference on Aging

With the National Center for Transgender Equality, SAGE



releases a path-breaking report on transgender older adults

# A LATIN AMERICAN PERSPECTIVE

SAGE CEO Michael Adams talks with ESMULES Executive Director Andrea Ayala



**ANDREA AYALA**

is Executive Director of ESMULES, *Espacio de Mujeres Lesbianas por la Diversidad* (Space for Lesbian Women for Diversity), an organization working for LGBT equality in El Salvador.



**MICHAEL ADAMS**

is Chief Executive Officer of SAGE and has led the organization for 12 years.



**CIPAC:** *Centro de Investigación y Promoción para América Central de Derechos Humanos* (Center for the Investigation and Promotion of Human Rights for Central America)

**Q Michael Adams:** *ESMULES recently released an important report on LGBT elders in El Salvador. What challenges do LGBT elders face there?*

**Andrea Ayala:** We found that LGBT elders are invisible. It's as though they don't exist in El Salvador. The other thing that we discovered is that LGBT elders don't want to be in the spotlight in my country. They are so used to being in the closet as a result of the tremendous discrimination and hostility that they face that they don't feel they can be part of the movement. So that's very hard for us because we totally understand why. El Salvador is a country that is full of homophobia. But we need our LGBT elders to be empowered so that they can use their own voices.

**Q Michael:** *In the U.S., religious conservatism is on the rise and having a significant and negative impact on our government's policies toward LGBT people and issues. What impact does religious conservatism have in your country? Does it shape the willingness of LGBT elders to come out and be part of a movement for progress?*

**Andrea:** I think this conservative movement is advancing globally and El Salvador isn't an exception. Just last week a group of trans women presented a proposal for a gender identity law in El Salvador's National Assembly. All of the

religious conservatives are putting a tremendous amount of money and publicity in opposing that proposed gender identity law. The LGBT movement in El Salvador doesn't have the resources that other movements do so we struggle to fight back. But it's hard, including because of financial issues. The religious right and evangelicals can have a 30-second spot on TV 24 hours a day if they want. We are not able to do that.

**Q Michael:** *Given that this work is hard—with many tragic circumstances and ferocious opposition—what keeps you going day to day as an activist?*

**Andrea:** If I'm honest I'd have to say my wife. She always keeps me inspired. I admire her very much. Also, I am here because of other very brave women, trans people, lesbian women and gay men who decided to have a voice before me. So it's my time to pay them back. And remembering that many people are in worse conditions than me. The needs in my community are a big part of keeping me inspired to do this work.

**Q Michael:** *ESMULES, SAGE, CIPAC\* (Costa Rica), and Mano Diversa (Bolivia) are working collaboratively to advocate for LGBT elders in the Americas. Why is collaboration across organizations and countries valuable and important?*

**Andrea:** We may be in different parts of the world but we always find ways in which our communities are fighting the same fight. Invisibility happens everywhere—in the U.S., in El Salvador, in Costa Rica and in Bolivia. So I think it is very important because these problems are worldwide and we have to face them as a global community.

**Q Michael:** *Mano Diversa submitted several requests to the Inter-American Commission on Human Rights for an official hearing on LGBT elders, all were denied. However, when our organizations and countries came together to submit a request, the Commission said yes. That's a really powerful statement about the strength that comes with locking arms and working together. How can this type of advocacy help LGBT elders in the Americas?*

**Andrea:** Having an Inter-American human rights system that tells the states the ways they are failing in human rights when it comes to LGBT elders is very important. It's not the same as Michael and Andrea telling them they are doing this wrong, but it's the Inter-American Commission! So it is very important to have this official voice from an official body on human rights issues in the Americas. Looking beyond that, I also aspire to use the UN system, which is a broader stage where we can have a louder voice.

**Q Michael:** *Yes, absolutely. Regarding the UN, it's exciting that their new independent expert on sexual orientation and gender identity (SOGI) is from Costa Rica. I think there's every indication he'll be interested in LGBT elder issues.*

**Andrea:** Of course he will be! I was in Geneva last week to deliver a report on lesbian/bisexual violence in El Salvador for the Human Rights Committee, and I had the opportunity to meet with

the office of Victor Madrigal, the UN independent expert on SOGI issues. They were amazed when I talked about the network our organizations have built, and they said, "Are you talking about LGBT elder issues as human rights issues? Could you please send us information? Can we schedule a follow up meeting with the UN Independent Expert to discuss LGBT elder issues with you?" So they are really interested in our work. From what I know, our four organizations—ESMULES, SAGE, CIPAC and Mano Diversa—are the only organizations talking about the very important issues facing LGBT elders across the Americas.

**Q Michael:** *This summer at the International Federation on Aging in Toronto, you and I and other LGBT aging advocates will present various programs and have the ability to talk to policymakers, service providers, academics and advocates from across the globe. What is our big opportunity at a world conference like this?*

**Andrea:** I think that there are two big opportunities. The first one is to highlight the intersections of these very important issues—aging and LGBT people. And the other thing is, because this is an aging conference and not an LGBT conference, it gives us the opportunity to change minds so that people who work on a daily basis with elder people and elder issues in countries across the globe can bring a new perspective on LGBT issues. They have to start thinking, "how do I take into account LGBT people in this new policy that I'm writing or this new medical protocol that I'm introducing?"

**Michael:** *I completely agree. It is a really extraordinary opportunity to advance an agenda of inclusion and respect for LGBT elders.* ●



## 2012

Grand opening of The SAGE Center in New York City, the country's first full-fledged publicly funded senior center for LGBT elders



## 2013

SAGE joins American Society on Aging and other ally organizations in filing a key amicus brief providing LGBT elder perspective on marriage equality in Edie Windsor's successful Supreme Court challenge to DOMA

SAGE releases the groundbreaking report on improving health and wellness for LGBT older people of color



# EDIE WINDSOR

• *Challenge Fund* •

## SAGE LEGACY MATCH CAMPAIGN

*Your gift to SAGE tomorrow yields a contribution to SAGE today!*



In December 2017, the SAGE Manhattan Center was renamed the Edie Windsor SAGE Center.

**S**ound too good to be true? It's not. Starting July 1, 2018, when you make a gift to SAGE in your future legacy plans and tell us what that gift is currently worth, SAGE will receive a current cash contribution.

The **Edie Windsor Challenge Fund** is the power behind SAGE's Legacy Match Campaign. Edie loved SAGE, contributing generously and serving for many years on its Board of Directors. Edie's beloved surviving partner, Judith Kasen-Windsor, is continuing Edie's commitment and leadership by establishing this

fund, which is also funded through a generous contribution from an anonymous donor.

Participating in this campaign is simple! All you have to do is complete a Bequest Intention Form. This written document lets SAGE know that a legacy gift to SAGE is part of your estate planning. It describes the kind of gift (for example, bequest in a will or trust, a beneficiary of a life insurance policy or retirement plan, a gift of real estate or proceeds from its sale, or another form of legacy donation), and the estimated current value of that gift.

### THE SAGE LEGACY MATCH CAMPAIGN: HOW IT WORKS



Include SAGE in your legacy plan for tomorrow...

## EDIE WINDSOR

• *Challenge Fund* •

...and SAGE gets a matching gift today!



For a limited time, the **EDIE WINDSOR CHALLENGE FUND** will multiply the impact of your future gift to SAGE.



#### NEW LEGACY GIFTS

A **10% MATCH!**

For every \$10 of the current stated value of your new bequest, SAGE receives \$1.



\$100,000 => \$10,000



#### EXISTING LEGACY GIFTS

A **5% MATCH!**

For every \$20 of the current stated value of your existing bequest, SAGE receives \$1.



\$100,000 => \$5,000





Frequently, a donor's legacy gift to SAGE will be contingent on provisions the donor has made for a spouse, partner, sibling, or a member of your chosen family, and the form lets SAGE know that. The form is not a contract—it can be changed if you choose to do so.

Starting July 1, 2018, the Bequest Intention Form will be available at [sageusa.org/legacy-match](http://sageusa.org/legacy-match). It can be completed online or downloaded and mailed to us. Of course, if you have any questions, or need support in completing the form, contact Jerry Chasen, SAGE's Director of Legacy Planning.

If you're thinking you don't have the kind of money to leave a gift to SAGE, then think again. If you own your own home, have a retirement account, or may not want to leave your entire estate to your family, your legacy can live on in SAGE's work. Your gift will be worth even more during this campaign. Help fund both SAGE's present, and future, today. ●

## Frank Liu FIRST IN LINE



Asian guy who works 9 to 5."

But when Frank learned about SAGE's Legacy Match Campaign, he was intrigued. Until that point, he had not included SAGE in his estate planning.

"I don't know what is going to happen when I die. How can I make plans about giving now? Since I'm not sure of what I will be worth, I was uncomfortable making future plans," he says.

"Then I realized: I give when I'm living, so why should I worry about how much money I'll leave behind? And why should I feel guilty about not giving enough when I'm gone?"

The idea of making a gift during the legacy match campaign appealed to Frank. "I like the matching aspect. When I thought about collectively giving—that my future gift will be amplified for SAGE with a current contribution—I realized it actually matters. And I like the upfront nature of this campaign," he says. "If I tell SAGE what something is worth, it unlocks the money now for SAGE to use, and secures my own legacy as a longtime supporter of SAGE."

Legacy is about the difference you have made in this life and cementing that legacy for years to come. This July, join Frank in participating in SAGE's legacy match campaign.

"I never thought of myself as a philanthropist," says SAGE supporter Frank Liu. "What do you think a philanthropist looks like? Bill Gates? George Soros? White rich guys—not the gay

# 40 FIERCE YEARS



## 2014

SAGE receives funding from New York State Legislature to launch LGBT Elder Veterans Initiative

SAGE releases the first national market study on the experiences and perspectives of LGBT older adults



SAGE launches multi-year agency-wide diversity and equity initiative

## 2015

SAGE wins major policy victories at the 2015 White House Conference on Aging

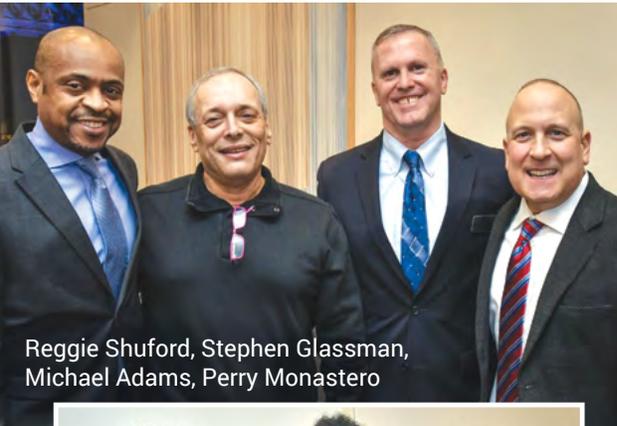


Find out more at [sageusa.org/legacy-match](http://sageusa.org/legacy-match) or email Jerry Chasen, SAGE's Director of Legacy Planning, at [jchasen@sageusa.org](mailto:jchasen@sageusa.org).



**SAGE & FRIENDS PHILADELPHIA**

March 1, 2018



Reggie Shuford, Stephen Glassman,  
Michael Adams, Perry Monastero



Betty Weems,  
Lisa Cannistraci



Linda Gottlieb,  
Natasha Haase

**SHE** March 22, 2018



Ellen Ensig-Bronksy,  
Emily Forman



Amber Hikes, Evan Thornburg,  
Samar Aryani-Sabet



Elizabeth  
Schwartz

**SAGE & FRIENDS MIAMI**

February 10, 2018



Larry Hyer,  
Michael Góngora

**TOYS PARTY** December 10, 2017



Whoopi Goldberg

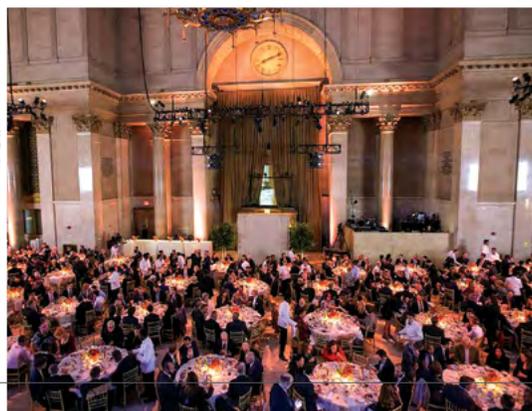


Robby Browne, Whoopi,  
Tom Leonardis, Michael Adams

**SAGE AWARDS** October 16, 2017



Michael Adams,  
Judith Kasen-Windsor, Jim Obergefell



Michael Adams, Cleve Jones,  
Nii-Quartelai Quartey

# 40 FIERCE YEARS



sage

thanks all of its champions including donors, volunteers, board members, and staff.

LGBT elders and those who love them have paved our way forward since 1978.

Here's to 40 Fierce Years and to the future.

## 2015

With support from the NYC Council, SAGE inaugurates new SAGE Centers in the Bronx, Brooklyn (with GRIOT Circle) and Staten Island (with Pride Center of Staten Island)



Bronx



Brooklyn



Staten Island

SAGE receives \$1 million from the Calamus Foundation to support its National LGBT Elder Housing Initiative



**2016** 

SAGE launches SAGECare, a training and credential program for care providers committed to offering LGBT-inclusive services



SAGE announces New York City's first LGBT-welcoming elder housing—Ingersoll Senior Residences—with more than 225 apartments, wrap-around services and a SAGE Center



SAGE joins Diverse Elder Coalition to lead first-ever grassroots advocacy campaign for more LGBT-inclusive federal elder services



Citi awards SAGE \$250,000 to expand the National LGBT Elder Housing Initiative



**40 FIERCE YEARS**



THE NEXT SAGE TABLE IS NOVEMBER 8, 2018

**2017**  
3,500 people gather nationally for the first SAGE Table, launched to build ties across LGBT generations



SAGE launches aggressive national advocacy campaign—We Refuse To Be Invisible—and forces Trump Administration to abandon plans to erase LGB elders from evaluation of federal elders; SAGE follows up with a trans campaign



SAGE Center Midtown is renamed The Edie Windsor SAGE Center



SAGE and partners successfully advocate for first-ever public hearing of Inter-American Commission on Human Rights on LGBT elders

**40 2018**

Harry & Jeanette Weinberg Foundation awards SAGE \$1.7 million for Ingersoll Senior Residences, country's largest affordable LGBT elder housing



SAGE partners with International Federation on Aging (IFA) to present first-ever LGBT program track at global conference



# A license to discriminate could put the lives of millions of LGBT elders at stake.

SAGE's latest national advocacy campaign "Care Can't Wait" targets the Trump Administration's efforts to allow religious-based discrimination not only in our bakeries and restaurants, but as importantly, in our ambulances, hospitals, and nursing homes—affecting the lives of all older LGBT people. "Care Can't Wait" for our LGBT elders when they seek care. Join us and sign the pledge at [sageusa.org/carecantwait](http://sageusa.org/carecantwait).



CARE CAN'T WAIT.

**"WE ARE  
UNAPOLOGETIC  
ABOUT OUR  
WORK WITH &  
FOR LGBTQ  
PEOPLE."**

- BISHOP TONYA M. RAWLS

**THEY  
FOUGHT FOR  
US. NOW  
WE FIGHT  
FOR THEM.**



CARE CAN'T WAIT.

