SAGE’S MISSION

SAGE leads 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.

CORE VALUES

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

DIVERSITY AND EQUITY
SAGE operates at the intersection of LGBT and aging experiences. Our work ensures that all LGBT 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.

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

LGBT 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 LGBT older people.

TOP PERFORMANCE IN A DIVERSE MARKETPLACE
SAGE seeks to positively impact all LGBT older people. Our work is data-driven, disciplined, and responsive to change. We work hard, continually improve, and are accountable for excellent outcomes.

RESPECT AND COMPASSION
SAGE values and fosters dignity, caring, and service for LGBT elders.
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 LGBT 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 LGBT and aging communities and beyond.