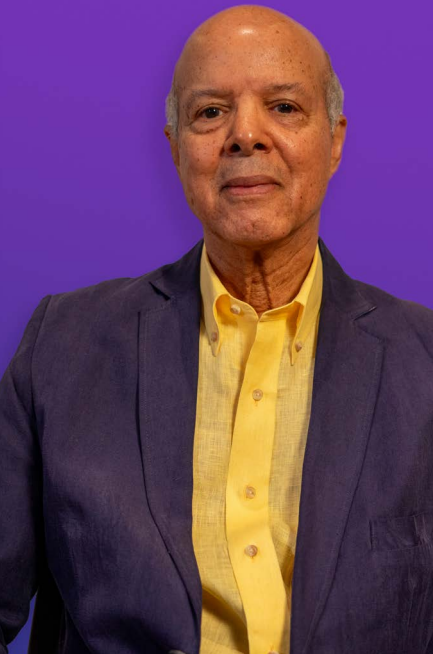




# CELEBRATING RESILIENCE

Annual Report 2023



**sage** | Advocacy &  
Services for  
LGBTQ+ Elders  
**We refuse to be invisible®**



# CONTENTS

## Message from the CEO 1

“I hope that reading this report will inspire you to continue to stand with SAGE as we support and celebrate our community’s LGBTQ+ older people in all their resilience, their power, and their determination.”

## When Our Elders Thrive, Our Community Thrives with Them 2

## Introducing SAGEServes and SAGEVenture 3

The new divisions are dramatically scaling SAGE’s impact for LGBTQ+ older people everywhere.

## SAGE by the Numbers 4

## National Advocacy 6

## Advocacy in New York 8

## Services for LGBTQ+ Elders 9

## SAGE’s Diversity, Equity, and Inclusion Work 12

## Working in Solidarity with Advocates Worldwide 14

## Spotlight on the Gala 16

## Our Supporters 17

SAGE thanks our supporters who have made an investment — of money, time or talent — in our work.

## Financials 20

Statements of Financial Position, Cash Flows and Activities for the 2023 fiscal year.

## 2023 BOARD OF DIRECTORS

### EXECUTIVE COMMITTEE

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# MESSAGE FROM THE CEO

Dear Friends,

As we reflect on this past year, we at SAGE are once again reminded of how fortunate we are to be part of such a vibrant LGBTQ+ community. Four years after the onslaught of a pandemic that created unprecedented challenges, we know how important it is to lift up and celebrate something that has long defined our community and its trailblazers: resilience.

Despite every challenge that comes our way, we continue to thrive, inspire, and grow stronger. We've faced criminalization, institutionalization, police brutality, the AIDS epidemic, and bigotry in all its ugly forms. And yet, to quote the great Maya Angelou, still we rise.

I think about the words of SAGE constituent Criss Smith: "My evolution was a wake-up call for my body, my life, my soul, my perspective, and my self-love." As a Black trans man, Criss has faced more than his share of challenges. But as Criss says: "We LGBTQ+ elders are the SURVIVORS." The story of Criss, and so many other SAGE elders, is one of endless resilience.

Criss' words remind us of why SAGE's work is so important and why we must keep on pushing to have greater and greater impact for our community's elders. Here at SAGE, it is our honor to work alongside our brave LGBTQ+ elder community, as we continuously look for new ways to uplift their voices and advocate for their needs. I was reminded just how important that is recently when I had the chance to meet and talk with a group of our amazing constituents from our SAGE Miami Services for LGBTQ+ Elders program. They told me how essential it was that SAGE programs exist for them, why these programs must be grounded in community experience – i.e., their lives, and how important it is that SAGE's work be innovative and adaptive to what they need.

That's one reason why I'm excited that we've created two new special divisions at SAGE to meet these goals. SAGEServes provides community services to LGBTQ+ older people in New York City and beyond, using an approach that is deeply grounded in the experiences and wisdom of our community and its elders. SAGEventure emphasizes innovation as a way of creating new mission-based programs with a national footprint and self-sustaining funding models.



The work of SAGEServes and SAGEventure, alongside SAGE's path-breaking advocacy initiatives and community education programs, makes a powerful difference in the lives of LGBTQ+ elders everywhere. We're proud to present our 2023 Annual Report as a compelling reflection of that impact over the last year. In it, you'll find the resilient voices of a broad cross-section of LGBTQ+ elders, donors, volunteers, and more. You'll see how LGBTQ+ elders, with the support of SAGE, are shaping a brighter future for themselves and our community as a whole.

I hope that you're proud of the many accomplishments highlighted in this report, and that you're as moved as I am by the powerful resilience of our community's elder pioneers. And I hope that reading this report will inspire you to continue to stand with SAGE as we support and celebrate our community's LGBTQ+ older people in all their resilience, their power, and their determination.

Onward!

A handwritten signature in black ink that reads "Michael Adams". The signature is fluid and cursive, written in a professional but personal style.

Michael Adams  
SAGE CEO



## WHEN OUR ELDERS THRIVE, OUR COMMUNITY THRIVES WITH THEM

For decades, our elders have been trailblazers, bravely shouldering the weight of discrimination and bigotry to demand a better world for our community. Now it is our privilege to support and uplift our elders, ensuring they are able to age with the dignity and joy they so deserve.

2023 was a year for us at SAGE to reimagine and redefine how we support our diverse LGBTQ+ elder community. As we expanded our programs and services to reach more LGBTQ+ older people than ever, we remained focused on the impact of our work.

It is with this eye on impact that we launched two divisions that provide both on the ground services for LGBTQ+ elders, as well as creative new initiatives that will elevate LGBTQ+ elders in the coming years.



# INTRODUCING SAGESERVES AND SAGEVENTURE

The new divisions — **SAGEServes** and **SAGEVenture** — are dramatically scaling SAGE’s impact for LGBTQ+ older people everywhere, especially those who have been historically marginalized. This includes, but is not limited to, Black, Indigenous, and People of Color (BIPOC), transgender, nonbinary, and rural LGBTQ+ elders.



**SAGEServes** creates ever-growing opportunities to serve LGBTQ+ older people and support their unique needs. We do this through direct services at our SAGE Centers and care management programs in New York City, programs that support LGBTQ+ elders across New York State, and programs for LGBTQ+ elders in South Florida. Darcy Connors, the Executive Director of SAGEServes, has a strong background in leading diverse, multidisciplinary teams focused on success in elder care.



**SAGEVenture** is SAGE’s social enterprise division. This hub of entrepreneurship and innovation is creating new programs, products, and offerings with sustainable funding models that help fund SAGE’s services. SAGEVenture is inspired by the pioneering spirit of LGBTQ+ elders who ventured to question the status quo and fight for the rights we have today. Michele Giordano, the Executive Director of SAGEVentures, has extensive expertise in mission-focused startups and international expansion.



**SAGEServes** and **SAGEVenture** position SAGE for exponential growth with more programs and services, vastly expanded reach, and freshly imagined ways of celebrating and supporting our community.

**True to our mission, we are working together to dramatically scale our impact for LGBTQ+ elders everywhere.**

# SAGE BY THE NUMBERS: NATIONAL



## SAGE ADVOCACY

The Administration for Community Living (ACL) comment period garnered **300** comments from SAGE members, which was **60% of all comments** received by the ACL about targeted services and competent care under the Older Americans Act (OAA). In addition, SAGE submitted an organizational comment, and was joined by signatures from over **75 partner organizations** in the LGBTQ+, aging, and HIV spaces.

**1,400** individuals across the U.S. took part in SAGE's Action Squad campaigns by calling Congress, submitting comments on a federal regulation, and other advocacy efforts for justice and equity.

**1,500** local and state aging officials participated in SAGE webinars on how to serve LGBTQ+ and HIV-positive older people in publicly funded aging networks.

Learn more about SAGE's 2023 advocacy successes on page **6**.



## SAGE IN THE SPOTLIGHT

**SAGE media coverage** hit amazing new heights in 2023 by sharing LGBTQ+ elders' stories, perspectives, and policy priorities via

**2.7** billion media impressions!

**"SAGE has been diligently working to better the lives of the LGBTQ+ senior community for over 40 years. They continue to be a beacon for advocacy, services, and support to older members of LGBTQ+ communities"**

**— Amy Chasanoff,  
Give Every Month (GEM) donor since 2020**



## SAGECENTS

**1,300** new users joined SAGECENTS in 2023.

**45%** of SAGECENTS users reported increasing their savings.

**55%** reduced their debt.

**38%** improved their credit score.

**51%** increased their income (excluding people on fixed incomes).

**40%** reported improved financial well-being.



## NATIONAL LGBTQ+ ELDER HOUSING INITIATIVE

**1,500+** fully operational units of housing

for LGBTQ+ elders in 20 affirming, affordable housing developments across the United States.

**37** LGBTQ+ affirming housing developments, totaling nearly **2,000 units**, in various stages of development and funding received technical assistance.

**82** training courses in English and Spanish for housing developers.

**3** roundtable events in Nashville, New Orleans, and New York State.



## SAGECARE

**45,320+** professional caregivers

trained in LGBTQ+ cultural competency.

**378** organizations earned LGBTQ+ cultural competency credentials.



# SAGE BY THE NUMBERS

## SAGESERVES: NEW YORK CITY & SOUTH FLORIDA



### NYC SAGE CENTERS



- SAGE Center Bronx at Crotona Pride House
- SAGE Center Harlem
- Edie Windsor SAGE Center
- SAGE Center Brooklyn at Stonewall House
- SAGE Pride Center of Staten Island

Our NYC SAGE Centers saw more than

**135,000** touch points across the spectrum of services SAGEServes provides to support LGBTQ+ elders.

**75,200** nutritious meals were provided to combat food insecurity — nearly twice as much as the previous year!

**8,000** vibrant programs and events were held including movie nights, book clubs, meditation, Tai Chi, language classes, and drawing classes.

**5,720** information and referral connections to key services such as mental health support, financial wellness information, and housing resources.



### SAGEVETS

**536** events attended by **400+** people to support LGBTQ+ veterans across New York State.



### NYC FRIENDLY VISITOR PROGRAM

**105** Friendly Visitor volunteers logged over **4,400** hours of service with LGBTQ+ elders, providing nearly **3,800** visits and phone calls.

“My Friendly Visitor has been a lifesaver for me. Her visit is the highlight of my week.”

— Marc C.”



### SAGE MIAMI SERVICES FOR LGBTQ+ ELDERS

**225** elders received nearly **300** connections to key resources such as housing, food support, and mental health services.

**42** community events, fairs, and workshops held, with SAGE as lead facilitator or participating partner.

**\$50,000+** in emergency funds provided to low-income LGBTQ+ elders as part of SAGE Miami’s emergency financial assistance program.



### SAGEPOSITIVE

**1,000+** older people living with or impacted by HIV participated in **33** events in 2022. For over **8** years, these programs have served nearly **4,000** participants. SAGEPositive is home to the nation’s longest-running support group for older people living with HIV.



### SOUTH FLORIDA FRIENDLY VISITOR PROGRAM

**27** Friendly Visitor volunteers logged more than **830** hours over the course of more than **1,020** visits and calls — a **500% increase** over the program’s first year in 2022!

# SAGE'S NATIONAL ADVOCACY

## Raising the Bar on Inclusive Aging Services Nationwide

Together with local activists and community groups, SAGE is working with states to ensure that their State Plans on Aging include LGBTQ+ and HIV communities and that service providers serve our communities with care.

In 2023, we worked with partners in North Carolina, Michigan, Georgia, Colorado, and Oregon to make sure LGBTQ+ elders and people living with HIV had a prominent voice in the implementation planning process.

Equipping our community for large-scale action is crucial to SAGE's advocacy success. In 2023, for the first time since 1988, our federal department on aging, the Administration for Community Living (ACL), opened a public comment period regarding updates to the regulations governing the OAA.

SAGE launched a potent campaign to drive hundreds of LGBTQ+- and HIV-inclusive comments to the ACL, accounting for nearly 60% of the individual comments received by the ACL during the comment period. In addition,



70 organizational partners signed onto SAGE's extensive comment letter.

This work has paid off. The ACL's updated proposed regulations explicitly designate LGBTQ+ older people and older people living with HIV as populations of greatest social need — SAGE's primary policy goal for the OAA.

### What is the OAA?

The Older Americans Act (OAA), passed in 1965, is the federal law that ensures older people receive the services and support they need to age well in their communities, such as home-delivered meals, congregate meals, programs through senior centers, chore and transportation assistance, and more.

### Why Does the OAA Matter for LGBTQ+ Elders?

When the OAA was updated in 2020, SAGE successfully advocated for LGBTQ+ inclusion. The Biden administration has



issued guidance to states that details how to implement the updated OAA. As states develop their State Plans on Aging, they are encouraged to equitably include LGBTQ+ elders and older people living with HIV/AIDS in those plans.

### What is SAGE Doing?

To ensure that LGBTQ+ elders receive the services and support they deserve, LGBTQ+ elders and allies must speak out. This past year, SAGE kicked off our Equality Never Gets Old campaign to increase public awareness of OAA programs and ensure our community has the knowledge and tools to take action.






## HIV-Focused Advocacy

**SAGE engages in a range of HIV advocacy, including policy briefings to educate elected officials and presentations at leading conferences on HIV and aging.**

In June 2023, SAGE was honored to have Assistant Secretary for Health Admiral Rachel Levine and Congressman Jerry Nadler join us at the Edie Windsor SAGE Center for a roundtable. The discussion was centered around the pressing need to remove the upper age limit in the CDC HIV Testing Guidelines, which had been set



**ADM Rachel Levine**  
@HHS\_ASH

Many thanks to the Edie Windsor @SAGEUSA Center for hosting an important #PrideMonth conversation on HIV testing for older adults. Testing saves lives and helps prevent transmission.


It was great to be joined by @RepJerryNadler, a true champion on #LGBT health. #PrideMonth2023

at 64 years, and to reorient physicians and the Centers for Medicare and Medicaid Services to recommend HIV testing at all ages. During the roundtable, older individuals living with HIV shared their perspectives, and two medical providers who specialize in HIV and aging attested to the urgency of updating the CDC guidance.

SAGE continues to work to improve medical guidelines and ensure that older people living with HIV can easily access the care and services they deserve.

“I am a gay Black older adult, and I often experience discrimination or homophobia when I try to access aging services. I am usually worried that I will not be able to find services that are culturally competent and sensitive to my needs. I know that I am not alone in these fears.”

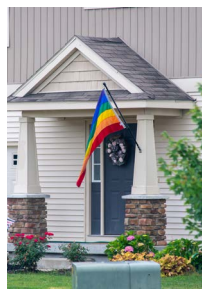
— an LGBTQ+ elder in California



# SAGE'S ADVOCACY IN NEW YORK

## Growing Momentum on Quality Housing for LGBTQ+ Elders

In direct response to SAGE's advocacy with Governor Kathy Hochul's administration, New York State's FY24 budget includes a \$20 million investment to support the building of affordable and affirming LGBTQ+ elder housing across New York State. SAGE is working closely



with Governor Hochul's administration to provide feedback and recommendations around this new program. By providing guidance, fostering awareness, and advocating for policies that prioritize inclusivity and non-discrimination, SAGE remains steadfast in its mission to empower and uplift our community.

## Landmark LGBTQ+ and HIV Long-Term Care Bill of Rights Signed!

SAGE celebrated a major policy win on November 30, 2023, when Governor Kathy Hochul signed new legislation establishing a bill of rights for long-term care facility residents who are LGBTQ+ or living with HIV. The new law prohibits long-term care facilities from discriminating against any resident on the basis of sexual orientation, gender identity or expression, and HIV status. It also mandates training for all staff interacting with residents, ensuring culturally competent care for LGBTQ+ elders and people living with HIV. SAGE pushed hard for this important legislation,



including a call campaign to educate New York State legislators on the need for these fundamental, yet long overdue, protections.



“LGBTQ+ elders and those living with HIV have waited far too long for these safeguards that enable them to age with the dignity and respect they deserve.”

— Darcy Connors, Executive Director of SAGEServes

## A Groundbreaking Advance in Addressing the Needs of LGBTQ+ Elders in New York City

In November 2023, SAGE celebrated the New York City Council's passage of Int. 564, which is a local law championed by Council Member Tiffany Cabán and Council Member Crystal Hudson, co-chairs of the City Council's LGBTQIA+ Caucus. This new law establishes a commission on LGBTQ+ older people within the NYC Department for the Aging. The commission is tasked with addressing the challenges faced

by LGBTQ+ elders. This will add momentum to the progress already made by NYC Aging and the City Council to ensure that all older New Yorkers have access to the affirming, culturally competent services they need to successfully age in place. This bill was a direct result of an oversight hearing on the needs of LGBTQ+ elders that SAGE organized in partnership with the New York City Council in June 2022.

# SERVICES FOR LGBTQ+ ELDERS

## SAGECents Celebrates Exponential Growth in Year 3

SAGE's financial wellness app empowers LGBTQ+ elders to better manage their money, increase their savings, and improve their credit scores. As SAGECents entered its third year, users and engagement continued to grow.

Over 3,100 SAGECents users from nearly every state and Puerto Rico reported some truly inspiring results. The average SAGECents user increased their savings by nearly \$600 and reduced their debt by over \$600. In addition, they saw an average credit score increase of over 41 points! As of 2023, SAGECents is fully available in Spanish, widening its reach and impact on the financial wellness of our LGBTQ+ elder community.



“It is a very comforting feeling to know that SAGECents is there. Never underestimate the motivation, validation, and encouragement that SAGECents can provide to a person, especially on a ‘not so good’ day.”

— SAGECents user

## SAGECollab: An Ever-Growing Nationwide Network

SAGE's new partnership model had a spectacular first year, growing from 28 to 73 SAGECollab partners across 37 states, Washington, D.C., and Puerto Rico. This flexible network of diverse organizations partners with SAGE under the shared goal of supporting LGBTQ+ older people in their communities. Together, we exchange ideas, explore public policy changes, and inspire each other to better support and empower older LGBTQ+ people everywhere.

In 2023, the SAGECollab Advocacy Circle participated in 12 monthly meetings with SAGE's

LGBTQ+ Aging Policy Roundtable, discussing anti-trans bills in state legislatures, the public comment period to restore Section 1557 to the Affordable Care Act, the U.S. Trans Survey, Low-Income Housing Tax Credits, and other issues of importance to SAGE's diverse community of LGBTQ+ elders. SAGE's advocacy team also hosted two training webinars on the types of advocacy 501(c)(3) organizations are able to engage in and how to run a strategic advocacy campaign as elections were held across the country and in preparation for the upcoming 2024 election.



“Thanks to SAGECollab, my ability to advocate for positive change in the community I love is not only possible, but done at a much higher level.”

— Edward Adams, Operations and Program Manager, Out Wilmington LGBTQ Seniors (OWLS) and the LGBTQ Center of the Cape Fear

## SAGECare Grows in All Directions!

SAGECare’s cultural competency training to create LGBTQ+-welcoming care services reached tens of thousands of professional caregivers in 2023 and opened exciting new avenues for reaching more caregivers than ever.

We designed a special training to support compliance with a new state law requiring New Jersey’s acute care hospitals and clinical labs to collect sexual orientation and gender identity data; the New Jersey Hospital



SAGECare’s ever-growing portfolio of free fact sheets and other resources included the following new resources for employees and administrators in long-term care settings: *Improving Your LGBTQ+ Cultural Competency Initiatives*, *Inclusive Intake: Asking Older Adults SOGI Questions*, *Bullying Amongst Older Adults*, and an *LGBT History Month Fact Sheet*.



Association has made this training available to its 400+ member organizations.

In Kentucky, despite opposition from conservatives who control the state legislature, SAGECare completed a round of LGBTQ+ cultural competency training for leadership staff of the Kentucky Office of Aging and representatives of local area agencies on aging.

We also completed 10 trainings for Louisiana’s Office of Aging and Adult Services on supporting LGBTQ+ elders and enriching care for LGBTQ+ older people of color.

In a fantastic example of synergy between different areas of SAGE’s work, the New York State Department of Health certified that SAGECare’s training on in-home care meets the requirements of a new state law. This new law requires home health aides and personal care assistants to take LGBTQ+ cultural competency training to obtain professional certification. SAGE advocated vigorously for this new law, and being officially recognized as a training resource under the legal mandate brings our impact and influence full circle.



“The best way to serve a population is to understand its needs. Earning our SAGECare Platinum credential allowed us to broaden our reach and promote tolerance through our services.”

— Victoria Jump, director, Ventura County Area Agency on Aging

## Inaugural Long-Term Care Equality Index Released — And Honored!

In May 2023, SAGE and the Human Rights Campaign (HRC) Foundation launched our Long-Term Care Equality Index (LEI) 2023 report sharing survey results from 200 participating retirement communities in 34 states. This report covered more than 23,000 residents and 17,000 employees. Among the many positive trends highlighted, 90% of participants had updated their nondiscrimination policies to include sexual orientation and gender identity — an extraordinary improvement over the 18% reported in 2022.

As many as 4.7 million LGBTQ+ elders will need long-term care and support by 2030. We created this first-of-its-kind national benchmarking tool to encourage and assist residential long-term care communities to embrace policies and practices that provide culturally competent care to LGBTQ+ older people. The LEI provides free resources and



technical assistance to bring these policies and practices to life. The LEI is also a valuable tool for LGBTQ+ older people and their loved ones to find communities that provide equitable and inclusive care.

In March 2023, the American Society for Aging (ASA) selected the LEI as its Diversity, Equity, and Inclusion Program of the Year, in recognition of SAGE and the HRC Foundation's leadership on improving the care experiences of LGBTQ+ elders.



“[SAGE] has allowed me to have a friend and [reminded me how] important to me a friend is, and I had lost that.”

— Gary Jacinto, SAGE participant

### LGBTQ+ Aging Experience

SAGE works with a diverse range of media outlets to increase awareness of LGBTQ+ aging, focus attention on policy issues that affect LGBTQ+ elders' lives, and celebrate LGBTQ+ older people's resilience and vibrancy.

In 2023, SAGE garnered significant coverage in a wide range of publications and media outlets, including *The Washington Post*, *USA Today*, *The Wall Street Journal*, *CNBC*, *TODAY*, *Next Avenue (PBS)*, *AP News*, *The Advocate*, *Axios*, *Poz*, and many others.

We were thrilled to win a Shorty Impact Award, along with our partner Visible Wireless, for “No Straight Answers,” a 1970s-themed game show parody honoring the decade in which Pride celebrations began. TikTok superstars The Old Gays sparred with The Young Slays to provide an intergenerational twist on this inventive campaign.



In another exciting first, a SAGE-supported intergenerational friendship was showcased on *Shondaland.com* — the pioneering storytelling enterprise founded by Shonda Rhimes.

“The Art of Friendship: How to Make Connections at Any Age” highlights the importance of intergenerational relationships. Grace Do and Gary Jacinto connected during the pandemic through SAGE and have built a flourishing friendship.

# SAGE'S DIVERSITY, EQUITY, AND INCLUSION WORK

SAGE's intensive Diversity, Equity, and Inclusion (DEI) efforts achieved both internal and external impacts in 2023. We continued to deepen our DEI practices and policies, while strongly investing in long-term intersectional DEI efforts, uplifting anti-racism as a core value at SAGE, and shifting even more resources and power to historically marginalized communities.

## SAGE'S National Resource Center on LGBTQ+ Aging Focuses on DEI



SAGE's National Resource Center on LGBTQ+ Aging (NRC) centers DEI in its work by developing new resources supporting LGBTQ+ Black, Indigenous, and People of Color (BIPOC) elders.

In 2023, the NRC authored the guide, *Health Equity & LGBTQ+ Older Adults of Color: Engaging Individuals, Communities, and Organizations*. Published in English and Spanish, the report highlights how state agencies, community organizations, funders, and healthcare providers can make innovative impacts on health equity. See all resources at [www.lgbtagingcenter.org](http://www.lgbtagingcenter.org).

## Equity Innovation Lab

SAGE's Equity Innovation Lab builds equity in the field of LGBTQ+ aging by making funding and technical assistance available to community-based projects independent of SAGE that address the distinctive needs of LGBTQ+ elders of color, transgender and gender non-binary (TGNB) elders, and LGBTQ+ elders in rural communities.

Under the Equity Innovation Lab's inaugural grantmaking cycle in 2023, six organizations received funding and a year's worth of technical assistance: The San Gabriel Valley LGBTQ Center, T.R.A.N.S., Golden Rainbows



of Illinois South, Hualapai Tribal Council Senior Services, Love Wins Food Pantry, and the Radical Healing Lab.

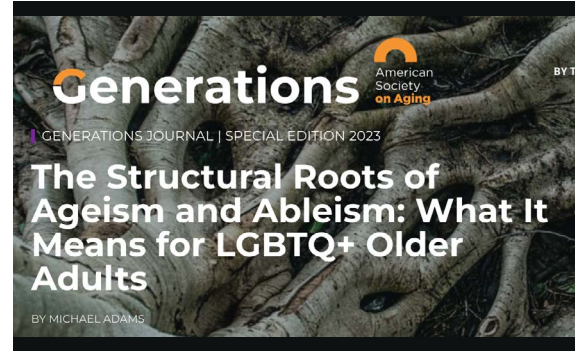


“American Indian communities have a significant amount of LGBTQ+ persons that reside in rural reservations. Often, they struggle to find a safe place to express themselves.”

— Brook Bender, Hualapai Tribal Council, Peach Springs, AZ

## SAGE's Thought Leadership on Ageism and Ableism

SAGE broke new ground in 2023 by guest-curating a special edition of *Generations*, the journal of the American Society on Aging. The issue focused on how ageism and ableism affect LGBTQ+ and other diverse elder communities differently, and the importance of understanding ageism and ableism as systemic issues that must be addressed through advocacy. The special issue garnered widespread attention and featured articles from several SAGE staff members and other thought leaders from diverse communities.



“The glaring obviousness of structural ageism, along with the lack of attention it attracts, makes me particularly passionate about education and advocacy to combat it.

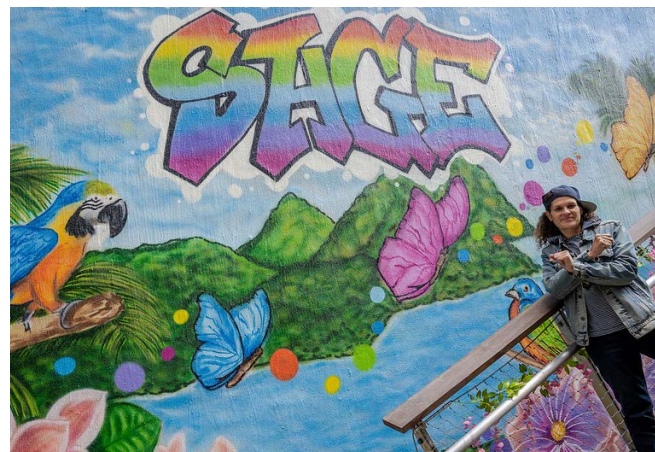
— Rani Kronick, Aging Researcher



## Celebrating Art and Diverse Communities: SAGE Center Bronx at Crotona Pride House

In September 2023, SAGE hosted a joyous, well-attended celebration to unveil a colorful mural by queer Puerto Rican artist Karen “KayLove” Pedrosa that showcases the diverse and joyous LGBTQ+ elder community of SAGE Center Bronx at Crotona Pride House.

This vibrant and welcoming space for the Bronx LGBTQ+ elder community offers a range of SAGEServes programming such as meals, classes, case management, veterans’ services, and social events. During his remarks at the mural event, New York City Public Advocate



Jumaane D. Williams (pictured in center left) noted that “New York City needs SAGE everywhere” because of the high quality of our community centers and programming.



“I’ve met a lot of interesting people from different backgrounds and different cultures. [SAGE Center Bronx] is a wonderful melting pot.”

— Marie Spivey, SAGE Center participant

# WORKING IN SOLIDARITY WITH ADVOCATES WORLDWIDE

SAGE’s growing international presence advances our unwavering commitment to enhancing the quality of life for LGBTQ+ older people — wherever they may live.

## LGBTI Elders Advancing Initiative

The LGBTI Elders Advancing Initiative is one of the first cross-regional and multi-year projects to strengthen the human rights protections of LGBTQ+ older people and build a more robust, well-connected global LGBTQ+ aging movement. This initiative is a partnership between SAGE, OutRight International, Mitini

Nepal, EnGendeRights (the Philippines), CIPAC (Costa Rica) and Aspidh (El Salvador).

In 2023, SAGE partnered with evaluators from Evaluation+ to explore the project’s impact and learnings thus far. Key findings included the importance of positioning LGBTQ+ elders as self-advocates, centering relationship development and kinship networks, and deploying data to strengthen advocacy. Along with guiding the initiative’s ongoing work, the



findings offer valuable insights to the growing movement for policy reforms on discrimination protection and health equity for LGBTQ+ elders.

As part of this project, SAGE’s partners are collecting stories of LGBTQ+ older people in their countries. An example is our Philippines partner EnGendeRights and the *Golden Rainbow* storybook, which follows the life stories of 13 older lesbian, gay, bisexual, transgender, and intersex people in the Philippines.

**“As I transition into the phase of being recognized as a senior citizen, I yearn for the acknowledgment of my gender identity, ensuring that the benefits resonate with the authenticity of who I am.”**

— Shila Gurung, LGBTQ+ elder in Nepal

## A Rising Presence on the International Conference Scene

A key objective of SAGE’s international work is ensuring that LGBTQ+ aging is represented in influential international conferences and convenings on human rights. In 2023, SAGE convened delegations of LGBTQ+ elders and allies to present at the 16th annual International Federation on Ageing

Conference (IFA) in Bangkok, Thailand, and at the ILGA-LAC Conference in La Paz, Bolivia. SAGE hosted well-attended workshops, events, and symposiums on LGBTQ+ aging issues and featured key speakers from Costa Rica, El Salvador, Nepal, Australia, and the Philippines.



## Leveraging Data to Build Awareness and Strengthen Advocacy

**We invest in data collection and dissemination to increase the global visibility of LGBTIQ+ older people.**

In 2023, SAGE supported partners in the Philippines, Nepal, Costa Rica, and El Salvador to collect data from 380 Local Offices on Aging (LOAs) across all four countries and create compelling reports and infographics based on their findings. SAGE also supported the collection of the life histories of 40+ LGBTIQ+ elders through personal narratives. The goal is to increase the visibility of LGBTIQ+ older people within the wider LGBTIQ+ human rights movement and promote solidarity among LGBTIQ+ aging advocates across borders.



## SAGE Joins the Council for Global Equality

In yet another historic first, SAGE proudly announced its membership into the Council for Global Equality (CGE) — a coalition of prominent US-based human rights and LGBTIQ+ advocacy organizations that encourage a clear voice for the human rights of LGBTIQ+ communities

around the world. SAGE is the first CGE member organization focused on LGBTIQ+ aging and is actively elevating the issues LGBTIQ+ elders face globally.



**“I believe the most beautiful thing that could happen in our society is increased empathy, respect, and admiration for older adults.”**

— Julio Hernandez Gil, LGBTQ+ elder in Costa Rica

## A Breakthrough in SAGE’s International Advocacy Efforts

In a major step forward, SAGE was granted accreditation and consultative status at the United Nations’ Open Ended Working Group on Ageing (OEWGA) in April 2023. SAGE’s Director of International Programs, Hannah Yore, represented SAGE in the UN General Assembly. Yore delivered a joint statement on behalf of

SAGE and our partner, Outright International, that called for an LGBTIQ+-inclusive Convention on the Rights of Older Adults. SAGE also collaborated with Outright International to submit two substantive inputs to OEWGA on the Right to Health and the Right to Social Inclusion for LGBTIQ+ older people.

**“We urge the Open Ended Working Group on Ageing to ensure that LGBTQI+ older people are explicitly named as a key population of elders with enumerated rights.”**

— Hannah Yore, SAGE’s Director of International Programs, presenting a joint statement by SAGE and Outright International at the UN General Assembly



# SPOTLIGHT ON THE GALA

sage

sage



On October 16, 2023, SAGE's Annual Awards & Gala at Cipriani Wall Street honored LGBTQ+ elder trailblazers and supporters with a packed house of more than 700 LGBTQ+ people and allies.

SAGE presented **Laurie Peter** with the Paula Ettelbrick Community Service Award for her continued support and activism on behalf of the LGBTQ+ community. **New York City Council Speaker Adrienne Adams** received the inaugural John Wright Public Service Award, presented by New York City Council Member Crystal Hudson. **JPMorgan Chase** received the Jack Watters Corporate Advocacy Award.

Elected officials in attendance included New York State Senator Brad Hoylman-Sigal and New York State Senator Cordell Cleare. Featured guests included TV personality and judge of *RuPaul's Drag Race* Ross Mathews, a special performance from "Mighty Real: A Fabulous Sylvester Musical" featuring Anthony Wayne



as Sylvester, and a one night only number from the House of Crotona, a dance troupe featuring participants of SAGE Center Bronx's youth internship program.

A highlight of the evening was SAGE constituent **Criss Smith's** heartfelt speech about his journey as a Black trans man and the profound sense of belonging he found at SAGE.

"I knew I needed to find my chosen family who would love me for who I am and for my truth. I found that family at SAGE: family that saw the real me and loved me."

— Criss Smith, SAGE constituent

# OUR SUPPORTERS

## Foundations

### \$250,000+

Conrad N. Hilton Foundation

The Harry and Jeanette Weinberg Foundation

### \$100,000 – 249,999

Archstone Foundation

Evercore Foundation

Gill Foundation

RRF Foundation for Aging

The Eisner Foundation

The New York Community Trust

The Pfizer Foundation

Tikkun Olam Foundation, Inc.

Wellspring Philanthropic Fund

### \$50,000 – 99,999

Amazin' Mets Foundation

Galvan Foundation

MetLife Foundation

Our Fund Foundation

Steven & Alexandra Cohen Foundation

The Keith Haring Foundation Inc.

UJA — Federation New York

### \$25,000 – 49,999

Alphawood Foundation

Broadway Cares/Equity Fights AIDS

CT Charitable Foundation

Isaac H. Tuttle Fund

Jewish Federation of North America

John H. & Ethel G. Noble Charitable Trust

Stavros Niarchos Foundation

Ted Snowdon Foundation

The David Bohnett Foundation

The Fan Fox and Leslie R. Samuels Foundation

The Jarvie Program

The John A. Hartford Foundation

The Robert Wood Johnson Foundation

### \$10,000 – 24,999

Bank of America Foundation

Design Industries Foundation Fighting AIDS

FJC — A Foundation of Philanthropic Funds

Johnson Family Foundation

Louis and Anne Abrons Foundation, Inc.

TAWANI Foundation

### \$5,000 – 9,999

Anonymous

Evelyn and Walter Haas, Jr. Fund

Grace J. Fippinger Foundation

MAC AIDS Fund

Micron Technology Foundation



# Corporate Champions

## \$250,000+

Gilead Sciences  
JPMorgan Chase

Procter & Gamble  
Wells Fargo

## \$100,000 – 249,999

AARP

Fors Marsh

ViiV Healthcare

## \$50,000 – 99,999

Capital One

Macquarie Group United States

Visible Wireless

## \$25,000 – 49,999

HSBC  
Janssen Pharmaceuticals, Inc.

Pfizer, Inc.  
Walmart

## \$10,000 – 24,999

1585 Healthcare  
Allen & Overy LLP  
AXA Investment Managers SA  
Catbird NYC  
CeraVe  
Christopher Street Financial  
Citibank  
Compassion & Choices

Con Edison  
Corcoran Group Real Estate  
Credo Mobile  
Dechert LLP  
Freshfields Bruckhaus Deringer LLP  
Fried, Frank, Harris, Shriver  
& Jacobson LLP  
Home Instead

J. Jill Compassion Fund  
Joseph Hage Aaronson LLC  
National Senior Communities (NSC)  
Renewal Memory Partners  
Sony Corporation of America  
Sullivan & Cromwell LLP  
Tanologist  
Tito's Vodka

## \$5,000 – 9,999

AARP New York  
Arnold & Porter  
Aviah Flagler Village  
Barclays  
Beckman Coulter Diagnostics  
Blank Rome LLP  
Cahill Gordon & Reindel LLP  
Capri Holdings  
Cerberus Capital Management  
Crowe LLP  
Crum & Forster

Dry Farm Wines  
Ernst & Young  
FGS Global  
Grid Squared Systems  
Inspīr  
Jefferies Group LLC  
Latham & Watkins LLP  
Moët Hennessy  
Northwell Health  
Pret A Manger  
Prose

Public Consulting Group  
Rutgers Presbyterian Church  
Saint-Gobain  
Schulte, Roth, & Zabel LLP  
Signify Health  
Teneo  
Tiffany & Co.  
Warburg Pincus LLC  
Welltower Inc.



“Schulte Roth & Zabel wholeheartedly supports SAGE’s critical work for the LGBTQ+ older adult community and is honored to provide ongoing pro bono support to SAGE. I am incredibly proud to have had the opportunity and look forward to continuing this meaningful partnership alongside my Schulte colleagues.”

– Georgia Haniuk, Associate at Schulte Roth & Zabel

# Government

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## FEDERAL

### Legislators

Rep. Suzanne Bonamici  
Rep. Barbara Lee  
Rep. Jerry Nadler  
Rep. Bobby Scott

Rep. Ritchie Torres  
Senator Bob Casey  
Senator Kirsten Gillibrand  
Senator Ed Markey

Senator Lisa Murkowski  
Senator Patty Murray  
Senate Majority Leader Chuck Schumer

### Agencies

U.S. Department of Health and Human Services – Administration for Community Living  
US Department of Housing and Urban Development

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## NEW YORK STATE

New York State Department of Health  
New York State Office of the Aging  
New York State Division of Veteran Affairs  
New York State Office of Temporary and Disability Assistance  
New York State Legislature

### New York State Senators

Jabari Brisport  
John Brooks

Brad Hoylman-Sigal  
Rachel May

Gustavo Rivera  
Luis R. Sepulveda

### New York State Assemblymembers

Didi Barrett  
Michael Blake  
Harry Bronson  
Phara Souffrant Forrest

Deborah Glick  
Jessica González-Rojas  
Richard Gottfried  
Chantel Jackson

Ron Kim  
Danny O'Donnell

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## NEW YORK CITY

New York City Department for the Aging  
New York City Department of Health and Mental Hygiene  
New York City Human Resources Administration  
New York City Department of Veterans' Services  
New York City Council

### New York City Council Members

Adrienne E. Adams, Speaker  
Diana Ayala, Deputy Speaker  
Keith Powers, Majority Leader  
Shaun Abreu  
Erik Bottcher  
Justin Brannan

Tiffany Cabán  
David Carr  
Shahana Hanif  
Kamillah Hanks  
Robert F. Holden  
Crystal Hudson

Chi Ossé  
Kristin Richardson Jordan  
Carlina Rivera  
Lynn Schulman  
Althea Stevens



# FINANCIAL STATEMENTS

## Condensed Statements of Financial Position

As of June 30, 2023 and June 30, 2022

	2023	2022
<b>ASSETS</b>		
Cash & Investments	\$ 11,049,651	\$ 15,041,341
Receivables and Pledges	10,718,003	9,844,413
ROU Asset	1,146,561	New category in 2023
Prepaid Expenses and Other Assets	569,674	444,054
Property & Equipment, Net	12,469,210	12,912,384
<b>TOTAL ASSETS</b>	<b>\$ 35,953,099</b>	<b>\$ 38,242,192</b>
<b>LIABILITIES</b>		
Payables & Accrued Liabilities	\$ 1,619,421	\$ 1,321,970
Loan Payable	8,307,213	7,386,356
Other Liabilities	677,064	448,505
<b>TOTAL LIABILITIES</b>	<b>\$ 10,603,698</b>	<b>\$ 9,156,831</b>
<b>NET ASSETS</b>		
Without Donor Restrictions	\$ 20,316,301	\$ 21,760,176
With Donor Restrictions	5,033,100	7,325,185
<b>TOTAL NET ASSETS</b>	<b>\$ 25,349,401</b>	<b>\$ 29,085,361</b>

## Condensed Statements of Cash Flows

For the years ended June 30, 2023 and June 30, 2022

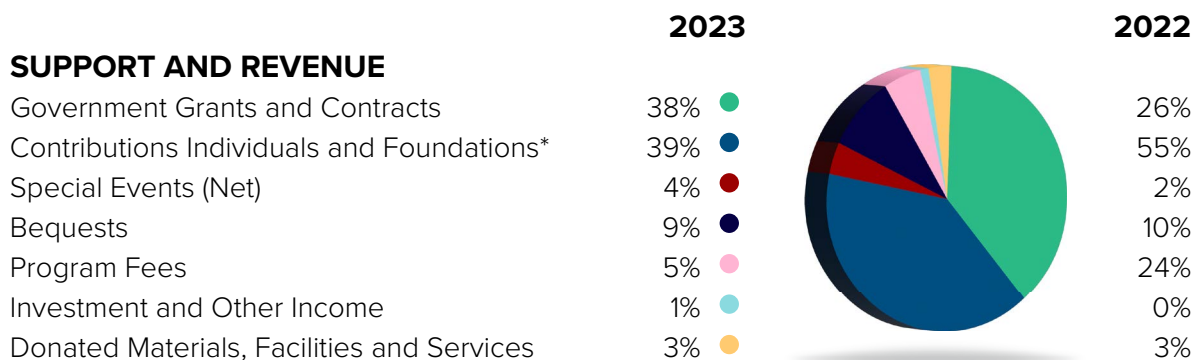
	2023	2022
Net cash provided by (used in) operating activities	\$ (3,465,629)	\$ 2,261,891
Net cash provided by (used in) investing activities	(1,429,695)	(4,737,549)
Net cash provided by (used in) financing activities	(258,422)	(210,690)
Net increase (decrease) in cash and cash equivalents	(5,153,746)	(2,686,348)
Cash and cash equivalents at beginning of year	10,420,949	13,107,297
<b>CASH AND CASH EQUIVALENTS AT END OF YEAR</b>	<b>\$ 5,267,203</b>	<b>\$ 10,420,949</b>

SAGE was among the first group of organizations to receive funding from philanthropist Mackenzie Scott in the summer of 2020. SAGE received a \$7 million gift, which was recorded according to Generally Accepted Accounting Principles (GAAP) reflected on the financial statements in FY21 (July 1, 2020 through June 30, 2021). SAGE's Board of Directors adopted a deployment strategy to guide the use of that gift. SAGE's financial statements now reflect the spending of the revenue that was initially recorded in FY21, which corresponds to reductions in SAGE's assets and net assets. SAGE is executing strategies to replace this revenue.

# Condensed Statements of Activities

For the years ended June 30, 2023 and June 30, 2022

	2023	%	2022	%
<b>SUPPORT AND REVENUE</b>				
Government Grants and Contracts	\$ 6,751,064	38%	\$ 5,210,729	26%
Contributions Individuals and Foundations	6,992,015	39%	10,870,523	55%
Special Events (Net)	688,869	4%	412,003	2%
Bequests	1,661,161	9%	1,933,817	10%
Program Fees	905,053	5%	700,927	4%
Investment and Other Income	225,723	1%	(7,640)	0%
Donated Materials, Facilities and Services	541,707	3%	548,365	3%
<b>TOTAL</b>	<b>\$ 17,765,592</b>	<b>100%</b>	<b>\$ 19,668,724</b>	<b>100%</b>
<b>EXPENSES</b>				
Programs and Direct Services	\$ 16,955,298	79%	\$ 13,656,939	79%
Administration	2,331,470	11%	1,960,836	11%
Fundraising	2,214,784	10%	1,757,944	10%
<b>TOTAL</b>	<b>\$ 21,501,552</b>	<b>100%</b>	<b>\$ 17,375,719</b>	<b>100%</b>
<b>CHANGE IN NET ASSETS</b>	<b>\$ (3,735,960)</b>		<b>\$ 2,293,005</b>	



\* Includes Donated Services and Memberships



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[sageusa.org](http://sageusa.org)  
[lgbtagingcenter.org](http://lgbtagingcenter.org)

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