



**sage**<sup>®</sup>  
Senior Advocates  
for Generational Equity

## **SAGE Practices to Advance Equitable Outcomes**

SAGE advocates for generational equity – the principle that each generation should improve the quality of life for the next. As we pursue this vision, we also recognize that past and present inequities can and do endure across generations and geographies. These inequities have seriously impacted people because of their abilities, age, gender, income, race, religion, sexuality, and more.

SAGE exists to build a brighter future for people living today and tomorrow. To do so, we will prioritize actions that remedy and reverse inequities so that younger and future generations can thrive. We commit to three integrated practices to advance equitable outcomes:

- **Keep the priorities and needs of marginalized populations front and center when we pursue our mission.** We will rely on our equity lens to guide our decision making as we confer with and learn from communities. We recognize that people hold multiple identities. Our equity lens focuses first on race because it is a primary social determinant for disparities in education, environmental health, and economic security, which are pillars of well-being.
- **Develop the knowledge, skills, and practices needed to advance equity and inclusion within our organization and community.** As we apply our equity lens, we will remain transparent, prioritize time for open and honest dialogue, and measure our progress. We will continuously build our knowledge and skills, investing in resources and opportunities to help our staff and volunteers better understand the dynamics, challenges, and complexities involved in truly living our commitment to equity and inclusion (e.g., through recruitment, hiring, promotion, selection of committees, and volunteer opportunities). We will measure our progress each year and share our learning with the community. We will also open ourselves to many ways of knowing, being and doing—outside of dominant cultural norms.
- **Raise awareness of bright spots where people and organizations are supporting Black Indigenous and People of Color (BIPOC) peoples as we continue to build relationships and seek out new partners.** While there are vicious cycles in our society, there are also virtuous cycles. We will invest our time and resources to spotlight opportunities where people and organizations interrupt vicious cycles and promote virtuous ones. We will identify and pursue opportunities to partner with those who are seeking to rectify racial and other disparities in education, the environment, and the economy. We will continue to feature the contributions of BIPOC peoples to honor their efforts and to inspire others to engage. As we seek to collaborate, we will do so with humility.