



**CHIEF PEOPLE AND CULTURE OFFICER**

**SAGE**

**New York, New York**

**[SAGE](#)**



The Aspen Leadership Group is proud to partner with SAGE in the search for a Chief People and Culture Officer.

The Chief People and Culture Officer will ensure organization-wide alignment, cohesion, and impact in the planning and implementation of organization priorities. The Chief People and Culture Officer will lead the intentional development and sustaining of a healthy and coherent organizational culture that aligns with SAGE's core values and strategic directions including SAGE's commitment and accompanying strategy to be a diverse, anti-racist, equitable, and inclusive organization. In partnership with the Chief Executive Officer and Executive Vice President, the Chief People and Culture Officer will set and implement an overarching vision of diversity, equity, and inclusion at the programmatic and at the administrative level that works to eliminate systemic organizational marginalization and promotes inclusive and equitable practices. In addition, the Chief People and Culture Officer will oversee the team that manages Human Resources.

SAGE is the country's largest and oldest organization dedicated to improving the lives of lesbian, gay, bisexual and transgender (LGBT+) older people. 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. Founded in 1978 and headquartered in New York City, SAGE has worked tirelessly for over 40 years on behalf of LGBT+ older people. Building off the momentum of the Stonewall uprising and the emerging LGBT+ civil rights movement, a group of activists came together to ensure that LGBT+ older people could age with respect and dignity. SAGE formed a network of support for LGBT+ elders that's still going and growing today. SAGE is more than just an organization. It is a movement of loving, caring activists dedicated to providing advocacy, services, and support to older members of the LGBT+ community.

SAGE operates at the intersection of LGBT+ and aging experiences. Its work ensures that all LGBT+ older people have just and fair access to the opportunities they deserve and are free from ageism. SAGE is a learning organization rooted in community. It values collaborative teamwork internally and partnership externally. It places a premium on robust communication, and on listening to and learning from each other. It is committed to transformative change for LGBT+ older people. As such, SAGE values courageous creativity, openness, thoughtful risk-taking, and flexibility. SAGE is grounded in the spirit of "nothing about us without us." It listens respectfully to the full breadth of voices of LGBT+ older people and seeks to positively impact all LGBT+ older people. Its work is data-driven, disciplined, and responsive to change. It works hard, continually improves, and is accountable for excellent outcomes.

## **REPORTING RELATIONSHIPS**

The Chief People and Culture Officer will report to the Executive Vice President, Lynn Faria, and be part of the SAGE Executive Team alongside all Executive Team members including the Chief Executive Officer, The Executive Vice President, Chief of Staff, Chief Financial Administrative Officer, Chief Program Officer, and Chief Innovation and Impact Officer. A newly-created Senior Director for Equity will report to the Chief People and Culture Officer as will the Senior Director for Human Resources, who has responsibility for the day-to-day operations of Human Resources.

## **DIVERSITY, EQUITY, AND INCLUSION**

SAGE believes that it has a responsibility to make the principles of diversity, equity, and inclusion a centerpiece of its purpose, its people, and its work. Such principles will allow it to continually grow its relevance to SAGE's stakeholders in a diverse world; utilize the contributions of diverse individuals to strengthen all aspects of SAGE's work as the country's leader on LGBT+ aging; provide it with a larger pool of shared understanding thus enabling it to make better decisions; and increase its ability to recognize its biases and thus reduce the likelihood that it will be influenced by those biases.

SAGE is committed to the principles of diversity, equity, and inclusion in providing services to its constituencies; in creating its Board; in hiring, training, and advancing its staff and volunteers; and in all that it does.

SAGE will ensure that its commitment to the principles of diversity, equity, and inclusion is realized by incorporating the principles of diversity, equity, and inclusion in all aspects of SAGE, including its Board, staff, programs, and initiatives; holding itself accountable to its principles of diversity, equity, and inclusion by establishing and monitoring measurable outcomes; and sharing its commitment to diversity, equity, and inclusion so that its actions create greater understanding of the importance and benefits of diversity, equity, and inclusion, and in doing so, demonstrate SAGE's commitment as a role model for the LGBT+ and aging communities, and beyond.

## **FROM THE CHIEF EXECUTIVE OFFICER**

*SAGE is at crucial time in its history with our mission to improve the lives of LGBT+ adults taking a front-line seat. This newly-created position is key to SAGE engaging in ongoing and intentional work to adapt the organization's culture and practices to align as powerfully as possible with SAGE's core values and strategic priorities. Importantly, this includes ensuring that SAGE'S core value of diversity, equity, and inclusion – with a strong emphasis on anti-racism – shapes the lived experience of our organization's constituents and participants, staff, volunteers, Board members, and other stakeholders and that DEI is ingrained in everything we do. This will be an excellent opportunity for the Chief People and Culture Officer to help lead this paradigm shift so that SAGE equitably contributes to improved quality of life for all LGBT+ older people and all who come into contact with our organization. Since this position also will lead Human Resources, the incumbent will have the opportunity to craft the staffing, recruitment, and retention structures and strategies to attract the talent SAGE requires for its transformative agenda. With SAGE growing into one of the country's largest and most innovative LGBT+ community organizations, this position will help transform the organization's processes, systems, and resource allocation to meet the needs of an agency poised to make transformative progress with and on behalf of LGBT+ elders. The successful candidate will be able to look back twenty years from now and feel pride that they have played an essential role in building effectiveness and equity in the world's largest organization dedicated to improving the quality of life of LGBT+ older adults.*

–Michael Adams, Chief Executive Officer

## PRIMARY RESPONSIBILITIES

### **Diversity, Equity, and Inclusion**

The Chief People and Culture Officer will

- in partnership with the Chief Executive Officer and Executive Vice President, and utilizing research, best practice, and community input, define the overarching vision, identity, and strategy to continually strengthen SAGE's practices as a diverse, equitable, and inclusive organization that is strongly committed to anti-racist action;
- support the DEI journey of SAGE constituents, staff, and other key stakeholders, strengthening organization-wide understanding that equity is a core value, and ensuring that a commitment to strengthening diversity and equity is an essential part of each staff person's role;
- ensure that SAGE's long-term and near-term plans, policies, programs, initiatives, and communications are fully reflective of and inspired by its commitment to diversity, equity, and inclusion, and reflect SAGE's equity framework;
- work with the Board of Directors, relevant Board committees, and designated staff to define SAGE's diversity, equity, and inclusion goals and provide organizational support to implement these goals;
- oversee the Senior Director of Equity's development of diversity, equity, and inclusion goals and Key Performance Indicators (KPIs) and analyze and share observations regarding programmatic practice and innovation, internal and external DEI metrics, and organizational culture and practice; and
- monitor progress toward achieving SAGE's diversity, equity, and inclusion vision and its diversity, equity, and inclusion goals and oversee the execution of strategies that further those goals.

### **Project Management, Planning, and Alignment**

The Chief People and Culture Officer will

- ensure organization-wide alignment, communication, and cohesion;
- play a key role in strategic planning;
- project manage Board and staff retreat planning;
- ensure cross-functional coordination of and collaboration on organization-wide projects and initiatives;
- develop a strategy to improve and streamline organization-wide and cross-level communication and initiatives;
- maximize cross-departmental opportunities and troubleshoot cross-function challenges, as needed;
- maintain project management tools with organizational work plans to increase cross-department collaboration on major programs, initiatives, projects, and functions;
- design and lead processes to set and continually assess organizational priorities and progress;
- develop a strategy to encourage after-action review of key projects;
- manage annual and multi-year work planning processes, and align these processes with staff retreats, Board meetings, and fiscal year budgeting;
- steward organizational development planning and processes; and
- prepare monthly and quarterly reports on organizational progress for the CEO, EVP, Board, and others as needed.

## Human Resources

The Chief People and Culture Officer will

- supervise and collaborate with the Senior Director of Human Resources to establish and implement efforts that effectively communicate and support SAGE's mission and strategic vision to employees agency-wide;
- function as a strategic business advisor to the Executive Team on key organizational and management issues; and
- provide overall leadership and guidance to the HR function including talent acquisition, career development, succession planning, retention, training, leadership development, compensation, and benefits.

## KEY COLLEAGUES



**Michael Adams**  
**Chief Executive Officer**

Michael Adams is the Chief Executive Officer of SAGE (Advocacy and Services for LGBT Elders), the world's largest and oldest organization dedicated to improving the lives of LGBT+ older people. Founded in 1978 and headquartered in New York City, SAGE is a national organization that offers supportive services and consumer resources to LGBT+ older people and their caregivers; advocates for public policy changes that address the needs of LGBT+ elders; provides education and technical assistance for aging providers and LGBT+ community organizations through its National Resource Center on LGBT Aging; and offers cultural competency training through SAGECare. With staff located across the country, SAGE also coordinates SAGENet, a growing network of affiliates across the United States.

Prior to joining SAGE, Adams was the Director of Education and Public Affairs for Lambda Legal. Prior to that, he spent a decade leading cutting edge litigation that established new rights for LGBT people, first as Associate Director of the ACLU's LGBT Project, and then as Deputy Legal Director at Lambda Legal.

A graduate of Stanford Law School and Harvard College, Adams has authored numerous publications on an array of LGBT+ issues. He has taught law school courses on sexual orientation and gender identity and has served on advisory councils for AARP, Fortune 500 companies, leading universities, and the New York City Department for the Aging among others. Adams is the Chair of the Board of Directors of the American Society on Aging.



**Lynn Faria**  
**Executive Vice President**

Lynn Faria is the Executive Vice President at SAGE, where she leads SAGE's Development and Policy teams. Prior to joining SAGE, Faria worked in senior leadership roles at the Empire State Pride Agenda (New York's statewide LGBT+ advocacy organization), serving as Development Director, Deputy Executive Director, and Interim Executive Director.



**David Rivera-Garcia**  
**Chief Financial and Administrative Officer**

David Rivera-Garcia, CMA, MBA, is the Chief Financial and Administrative Officer at SAGE, where he directs Finance, Human Resources, Information Technology, Operations, and Data Strategy Initiatives. Prior to joining SAGE, David was the Director of Finance and Administration for the Child Mind Institute, where he directed Finance, IT, and Facilities and served as liaison to the Board Audit and Finance committee. He was previously the Senior Director/Controller for the International AIDS Vaccine Initiative (IAVI), a global nonprofit research organization, and the Controller for the Center for Urban Community Services Inc., a multisite nonprofit in New York City that provides services to the homeless. He received his MBA from the Zicklin School of Business at Baruch College and his BBA in Accounting from the University of Puerto Rico. He is a Certified Management Accountant (CMA).



**Hilary Meyer**  
**Chief Innovation and Impact Officer**

Hilary Meyer is the Chief Innovation and Impact Officer at SAGE. In this position, Meyer leads the organization's impact assessment, leadership development, and diversity, equity, and inclusion work, as well as the organization's social enterprise (SAGECare) and select other national projects, such as the SAGE/HRC Long-Term Care Equality Index, SAGE's National Resource Center on LGBT Aging; and SAGE's National LGBT Elder Housing Initiative. Meyer graduated magna cum laude from Colgate University and earned her law degree from Rutgers Law School – Newark.



**David Vincent**  
**Chief Program Officer**

David Vincent, PhD is the Chief Program Officer with SAGE, where he provides vision, oversight, and leadership to all direct service programs at SAGE, including care management, housing, behavioral health, and SAGE Center programming at SAGE.

Prior to joining SAGE, Dr. Vincent was the Deputy Executive Director with The Door. In that capacity he was responsible for the direction and leadership of a continuum of services targeted at the social, physical, and mental health of some of New York City's most vulnerable adolescents. Working closely with executive leadership and program staff, he oversaw the development and implementation of two supportive housing sites for homeless and runaway youth and for youth with mental illness.

Dr. Vincent served as the Associate Executive Director of Callen-Lorde Community Health Center in New York City, where he was responsible for the development, implementation, and oversight of population and health condition specific services, including HIV Services, Women's Health Services, Mental Health, Oral Health Services, Adolescent Health Services, and Health Education.

Dr. Vincent holds an MSW from Boston University School of Social Work with a concentration in clinical practice and a PhD from Fordham University Graduate School of Social Services.



**Patrick Aitcheson**  
**Chief of Staff**

Patrick Aitcheson is the Chief of Staff at SAGE. Previously, he worked for the Diverse Elders Coalition, of which SAGE is a founding member, for two years. Prior to that, Aitcheson worked on the Gay Men’s Health Crisis (GMHC) HIV/AIDS hotline as a counselor, peer supervisor, and trainer.

There he counseled people dealing with the health, economic, and social isolation issues related both to getting older and long-term HIV infection and HIV medication usage. Previously, he designed, developed, and managed a full-service family daycare program for Union Settlement Association and supervised a five-classroom daycare center. His business experience includes being a plant manager and plant controller for Formica Corporation and a financial analyst at a Boston investment firm. Aitcheson earned his undergraduate degree from the Massachusetts Institute of Technology and his MBA from Harvard Business School.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

SAGE seeks a Chief People and Culture Officer with

- a deep commitment to LGBT+ equality and equity;
- an ability to engage with diverse staff and leadership to promote trust, collaboration, and partnership across departments and levels of leadership;
- exceptional leadership skills;
- an ability to challenge and influence peers to approach all work with an equity lens;
- an ability to develop and monitor indicators of organizational culture and engage employees and senior leadership to create organizational change;
- a deep commitment to and understanding of diversity, equity, and inclusion, and deep content knowledge of the diversity, equity, and inclusion research base and best practices for organizations striving to become more diverse, equitable, and inclusive;
- experience that demonstrates fluency engaging with communities of color and LGBT+ communities;
- cultural competency across multiple diverse communities;
- excellent communication and presentation skills;
- excellent judgment, organizational sensitivity, and the ability to act collaboratively and independently;
- an ability to create and maintain relationships with national and local LGBT+ and aging groups and organizations from all communities;
- experience overseeing a Human Resources function; and
- experience as a DEI consultant, community leader (highly desired).

A bachelor's degree is required for this position as is at least ten years of related experience, preferably at a nonprofit organization with at least 100 employees.

**SALARY AND BENEFITS**

SAGE offers a competitive salary and benefits package.

## LOCATION

SAGE is headquartered in New York City. Metropolitan New York City area is preferred. SAGE will consider compelling candidates that are based elsewhere but able to travel to New York City as needed.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of SAGE and express a commitment to a diverse, anti-racist, equitable, and inclusive organization.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

*To apply for this position, visit:*

[Chief People and Culture Officer, SAGE.](#)

*To nominate a candidate, please contact Gregory Leet:*

[gregoryleet@aspenleadershipgroup.com.](mailto:gregoryleet@aspenleadershipgroup.com)

*All inquiries will be held in confidence.*

*All positions at SAGE are filled without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, disability, HIV/AIDS status, veteran status or any other characteristic protected by law. SAGE strongly encourages those who identify within these and other underrepresented communities including those formerly incarcerated to apply.*