

## **SAGECare Goals & Objectives for Your Organization**

As an organization dedicated to LGBTQ+ inclusion, we know what it takes to deliver high-quality person-directed care to LGBTQ+ older people. We also know that part of successful services is having inclusive processes, procedures, policies, and communications.

SAGECare is excited to partner with your organization on this important work, and our goal is to deliver a holistic view of your organization to ensure that your strong commitment to LGBTQ+ inclusion is baked in at every level of the organization – from your Intake forms to every patient interaction, and every policy and procedure in between!

**Our experts can review the following documents and policies:**

### **Intake Forms for Clients/Residents**

- Intake Forms
- Intake Assessments
- Processes for conducting LGBT-inclusive intake interviews.
- Participant Code of Conduct or Resident Handbook

### **HR Policies and Procedures**

- Hiring Practices
- Non-Discrimination Policies
- Employee Handbook
- Developing Diversity and Inclusion Groups
- Specialized Coaching for HR Professionals

### **Marketing and Communications**

- Website
- Brochures and other Print Materials
- Social Media

### **Programming and/or Services for Clients/Residents**

- LGBT Pride Month
- Older Americans Month
- LGBT History Month



### **Review of Long-Term Care Equality Index Self-Assessment Results**

- Foundational Policies & Practices
- Employee Benefits
- Resident and Community Engagement
- Resident Services & Support
- Staff Training

The drafted report outlining our suggested changes w/rational for each suggestion is included in the price.

Or we can provide the results via one of the below solutions at a cost:

A one-hour meeting with leadership to discuss our suggestions and answer questions.

One-hour formal training or presentation on our suggestions or next steps

### **Also, available SAGECare Audit, combining all consulting packages.**

If you are unsure where to start – or are ready to take a deep dive – our Audit takes a comprehensive approach to your organization through the lens of LGBTQ+ Cultural Competency. We bundle our review into one package. The Audit ends with a full report recapping our findings from the policy review, informational interviews, and onsite work at the organization. The information will recommend changes to policy, environment, presentation, and training to further LGBTQ+ inclusion throughout your organization's portfolio.

Following the report's delivery, we will hold a one- to two-hour discussion with leadership to summarize findings and recommendations and engage in a generative conversation driven by your questions.